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PLANNING INFORMATION REPORT FISCAL YEAR 1980 GARDNER LMA

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LABOR AREA RESEARCH PUBLICATION

Job Market Research • Massachusetts Division of Employment Security

PLANNING INFORMATION REPORT

FISCAL YEAR 1980

GARDNER, MASSACHUSETTS
LABOR MARKET AREA

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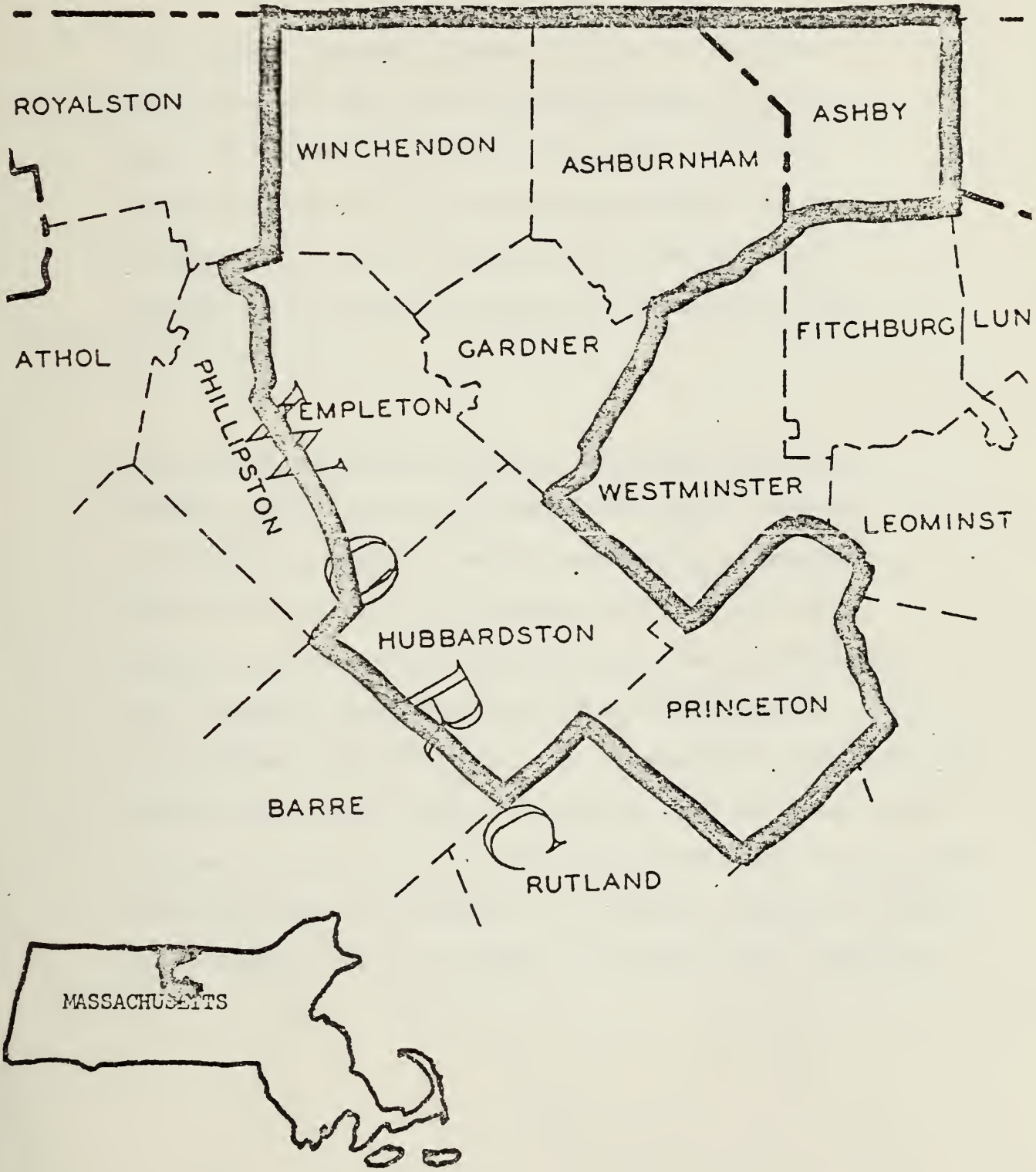
GARDNER LABOR MARKET AREA



THE COMMONWEALTH OF MASSACHUSETTS
DIVISION OF EMPLOYMENT SECURITY

P R E F A C E

The Planning Information Report (PIR) is an analytical and statistical report which summarizes manpower developments and problems in specific labor areas. The report covers developments for the Gardner Labor Market Area as a whole, and for specific sections within the LMA, where manpower and unemployment problems are concentrated, such as the inner city.

The PIR is intended for use both in employment security and manpower operations and for public distribution to manpower and community planners, educators, antipoverty organizations, local and state officials, business, labor, and community leaders, and others who need accurate and timely area manpower and job market information for decision making purposes. Within the employment security system, data and analyses contained in the Planning Information Report are needed to carry out local, state, regional, and national office responsibilities under existing human resources, manpower development, and manpower utilization programs and to implement Federal programs to alleviate local unemployment.

I. Highlights and Conclusions

The city of Gardner, located in the hills of North Central Massachusetts, finds itself in an enviable position. It is near enough to the cities of Fitchburg, Leominster, Worcester and Boston to benefit from their successes and learn from their mistakes. Yet it is far enough away to become a self-sufficient community guiding its own future. Economically speaking the town is strong in employment. Its biggest industry, furniture, is well established and shows no signs of weakening. The city prides itself on its furniture manufacturing and rightly so. Gardner's furniture is shipped all over the United States. In recent years the nonelectrical machinery and fabricated metals industries have grown extremely well in employment. This is important because it provides a good industrial mix and a wide variety of employment opportunities. The city's biggest problem is a shortage of labor. This point was brought out by several employers. The problem is social in that many of the new entrants into the job market have gravitated away from the city's major industries.

The future looks good for Gardner and the city has a good hold on its direction. Cooperation between the business community and the local population is commendable. A spirit of working together for a common good exists, a spirit totally lacking in many other cities.

The following are some of the highlights happening in Gardner today. today.

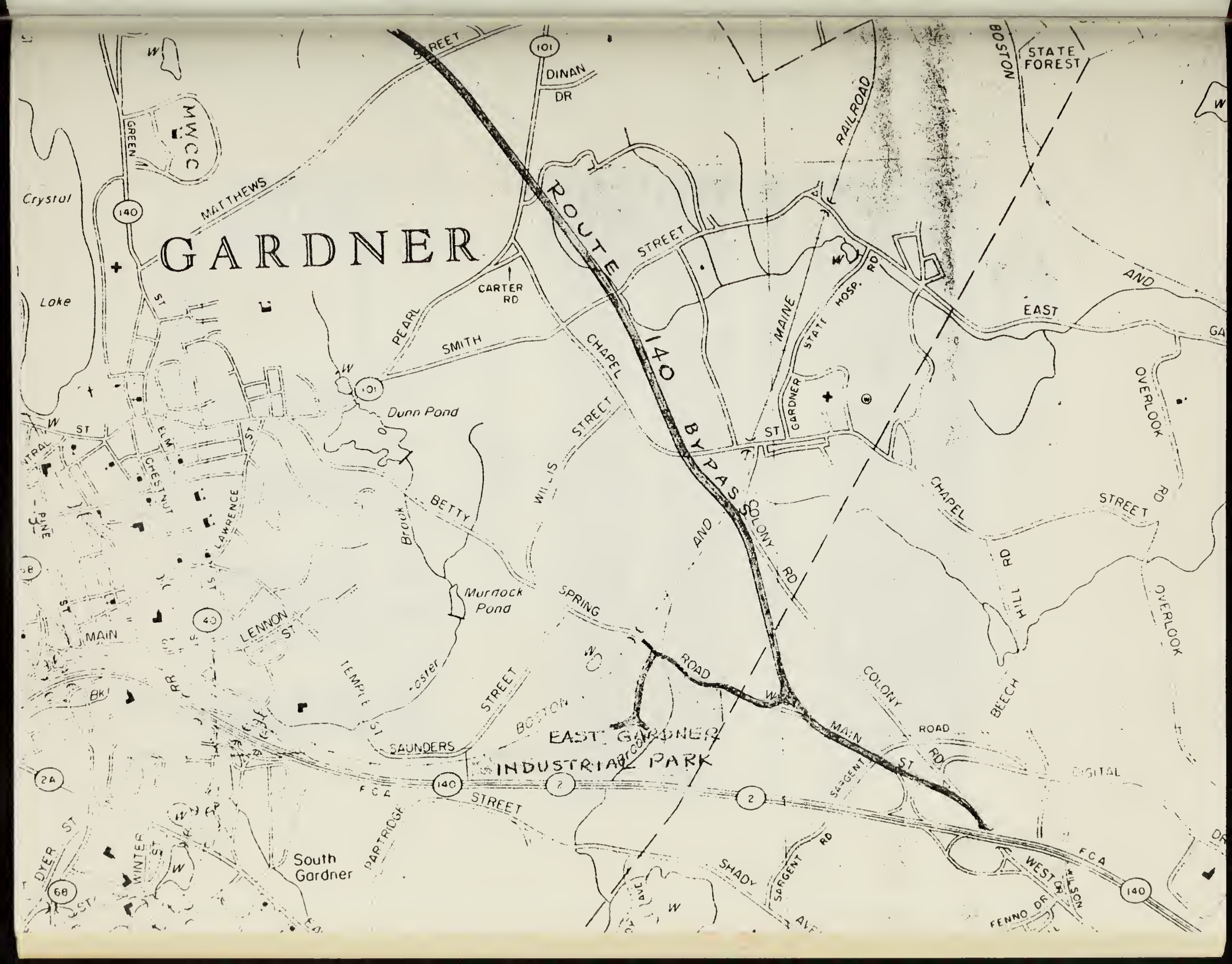
Square One is a unique, non-profit organization whose main purpose is to preserve and protect the downtown Gardner area. They buy empty stores and hold them until a buyer comes along who will develop a business in the style of downtown Gardner. The trend is local ownership moving toward local development. They have also lured urban planners from The University of Massachusetts at Amherst who have come up with several scenarios for downtown Gardner all of which include a 200 car parking area. Square One is now moving to implement these plans.

Route 140 By Pass is a state funded project to improve and enlarge West Main Street and to build a new road northwest to connect to Route 140 R. just north of Mount Wachusett Community College (see map). This will direct unnecessary traffic from the city of Gardner and facilitate movement between the college and Route 2. Also included in the plan is the improvement and enlargement of the access road to the East Gardner Industrial Park, which should greatly enhance the industrial attraction of the park.

Heritage Park is a state funded program of 3.4 million dollars to improve Dunn Pond and the surrounding area. Included in the plan is the dredging of Dunn Pond, the building of nature trails in and around the area, and the installation of sewerage lines.

Montachusett Area Regional Transit (MART) is already in operation in Fitchburg & Leominster and its eventual link-up with Gardner is scheduled for 1980. It is expected to provide local public transit in Gardner and connections with Fitchburg & Leominster.

East Gardner Industrial Park is located just off Route 2 near the Westminster line. The park was built in 1974 immediately preceding the recession of 1975. Then nothing moved, causing the park to gain a bad reputation as it sat idle, thus further deterring tenants from moving in. But there should be a change in the future. The Route 140 by-pass and connector will now allow for industrial access to the area. In addition the energy crisis is amongst us. The older factories are not energy efficient, but in the past it didn't make much difference. Now with the cost of energy so high manufacturers might reconsider the possibility of moving into a more efficient installation. The industrial park provides just the right location.


GARDNER
ROUTE 140 BYPASS
MWCC
Crystal Lake
GREEN ST
MATTHEWS STREET
DINAN DR
CARTER RD
PEARL
SMITH
CHAPEL STREET
Dunn Pond
WILLIS STREET
BETTY Brook
Murdock Pond
SPRING ROAD
COLONY RD
MAINE STATE HOSP.
GARDNER ST
RAILROAD
BOSTON
STATE FOREST
EAST AND
OVERLOOK RD
CHAPEL HILL RD
STREET
BEECH
COLONY ROAD
MAIN ST
SARGENT RD
DIGITAL
WESTON
WILSON
FENNO DR
FCA
SHADY AVE
SARGENT RD
EAST GARDNER INDUSTRIAL PARK
SAUNDERS STREET
BOSTON STREET
TEMPLE ST
LENNON ST
MAIN ST
LAWRENCE ST
CHESTNUT ST
ELM ST
PINE ST
WINTER ST
DYER ST
PARTRIDGE
South Gardner
101
140
2
68
43
28
24

II. Description of Area

(a) Definition of Area

The Gardner LMA consists of the city of Gardner and the towns of Ashby, Ashburnham, Hubbardston, Princeton, Templeton and Winchendon . The city of Gardner is located in north Worcester County, 28 miles from Worcester, 59 miles from Boston and 61 miles from Springfield. Gardner occupies 22.02 square miles and is the highest city in the Commonwealth. The terrain is hilly with elevations ranging from 1,000 to 1,200 feet. The major highways east and west are routes 2 and 2A; north and south are routes 68, 140 and 101.

Gardner was originally settled in 1764, established as a town in 1785 and incorporated as a city in 1921.

The first chair factory was started in 1805 in the home of James H. Comee. Later Levi Haywood brought some innovations which revolutionized the industry and his operations developed into the Haywood-Wakefield Company, a company that served the community for many years.
In 1958 furniture accounted for 70% of Gardner's manufacturing employment, but with new and diversified products such as small arms manufacturing, welded steel tubing, electronics and molded plastics, furniture now accounts for approximately 39% of total manufacturing employment.

TABLE 1

Population for the Gardner LMA
by City & Town

	1970	1976	Change by #	Change by %	Projected 1980
Labor Market Area	41,122	41,659	537	+1.3	44,499
Gardner	19,748	18,521	-1227	-6.2	20,566
Ashby	2,274	2,347	73	+3.2	2,650
Asburnham	3,484	3,956	472	+13.5	4,028
Hubbardston	1,437	1,666	229	+15.9	1,590
Princeton	1,681	2,116	435	+25.9	2,116
Templeton	5,863	6,153	290	+ 4.9	6,552
Winchendon	6,635	6,900	265	+4.0	6,997

Source: U. S. Department of Commerce

(b) Population & Labor Force Characteristics
Employment Status for Persons 16 Years and Over

	1970	1978
Total Labor Force	17,237	19,968
Labor Force Participation Rate	60.4	68.8
Employed	16,684	18,769
Unemployed	548	1,199
Unemployment Rate	3.2	6.0

The labor force for the Gardner LMA grew by 16 percent from 1970 to 1978 while the number employed grew by 13 percent. While the number unemployed and the rate itself rose considerably this should be viewed as a common phenomenon and not isolated to the Gardner Area. Manufacturing carries 46 percent of total employment while nonmanufacturing accounts for 54 percent.

Age: One-half the population of this area was below 31.4 years of age. The table below shows the number and percent of individuals in selected age groups. The ages shown are as of April 1970.

Age Group	Total	Percent
Total	41,122	100.0
Under 6 years	3,937	9.6
6-9 years	3,382	8.2
10-11 years	1,682	4.1
12-13 years	1,661	4.0
14-15 years	1,632	4.0
16 years and over	28,828	70.1
16-21 years	3,847	9.4
22-44 years	10,366	25.2
40 years and over	17,050	41.5
45 years and over	14,615	35.5
50 years and over	12,147	29.5
55 years and over	9,582	23.3
60 years and over	7,154	17.4
65 years and over	5,030	12.2

Source: 1970 Census of Population

(c). Racial & Ethnic Characteristics

Racial Group	Total	Male	Female
Total	41,122	20,190	20,932
White	40,958	20,106	20,852
Black	71	41	30
American Indian	20	7	13
Asian	53	25	28
Other	20	11	9
Spanish American	114*	NA	NA

Source: 1970 Census of Population

* Spanish Americans are also counted in the racial categories as white, black or other races.

NA = Not Available

III. Economic Assumptions

In making an economic forecast it is assumed that the following conditions will prevail.

1. Inflation will be a serious threat to the economy. Its force will be lessened by Federal action, yet it will continue to be a dominant factor in the economy.

2. Employment levels will stabilize, with the emphasis on replacement hiring.

3. The insured unemployment rate will rise moderately as the consumer spending level declines.

4. Consumer purchasing power will decline affecting employment levels in nondurable goods and service.

5. The energy crisis will increase the cost of home heating fuel, gasoline and petro-chemical products.

6. Medium and small size firms will continue to invest and grow in this area.

7. The local economy will do well as reflected by increased production but not by increased employment levels.

8. The State of Massachusetts will fare better than much of the rest of the nation during a recessionary movement.

9. The institutional framework of the United States economy will not change radically.

IV. Employment Developments and Outlooks by Industry Projected Through 1980

In discussing employment levels for any industry it must be realized that the year 1975 was generally a bad year, especially in manufacturing. As far as its impact on the economy it had been the worst year since 1929. Since 1975 the economy, both local and statewide, has been inching its way upward. Some firms were virtually untouched by the recession while others may never rebound to their past levels.

Furniture was hard hit in 1975 and has yet to reach its prior employment levels and it probably never will. The trend now is for automation to replace the average worker.

Two industries in manufacturing are showing excellent signs of growth and were virtually untouched in 1975. They are nonelectric machinery and fabricated metals. Nonelectric machinery comprised 26 percent of manufacturing in 1978 and has grown by 26 percent since 1970. There has been a great deal of local expansion in this industry and employment should continue to rise. Fabricated metals has also been making some enormous gains in employment both here and statewide. From 1970 to 1978 employment has grown by 53 percent.

In 1970 nonmanufacturing accounted for 33 percent of total nonagricultural employment while in 1978 it represented 44 percent of total employment. The construction industry is suffering from a lack of residential construction, although an additional 80 units of elderly housing are planned for the spring. The utilities are growing but at a slow rate. The service industry continues to grow, mostly due to the health field. Since 1970 this industry has increased in employment by over 200 percent and now accounts for 25 percent of nonmanufacturing employment.

The following industrial analyses are based on personal interviews with area employers and although the remarks are anonymous and candid it is felt that they are somewhat representative of that particular industry in the Gardner Labor Market Area.

The Primary Metals industry is doing well in the Gardner area. Orders are booked well into the future and workers are putting in, on the average, 55 hours per week. Primary metals in this area is not tied into the auto industry and therefore, is, not feeling the crunch that the auto industry is now feeling. Indeed as auto production declines the price of steel also declines which further reduces the cost of primary metal production.

The Retail Trade industry division is in a unique position in Gardner. Competition is not very intense as downtown still remains a strong retail center complimented by small shopping malls in the area. While the large shopping malls in Fitchburg are the nearest competitors it is felt that the present gasoline situation only serves to attract consumers to shop near to home. One local retailer suggested that Sunday openings be expanded, not on a year round basis, but prior to such times as Easter and the back-to-school period.

Furniture is the mainstream employment in the Gardner labor market area. It accounts for 39 percent of manufacturing employment and 18 percent of total employment. The industry is doing quite well right now and all indications show that it will continue that way. Production of furniture comes in all forms, from large contracts on a wholesale basis to individual room settings and rocking chairs. Most of the furniture is of a high quality and expensive; however, consumers don't mind paying the price for a quality product. Although the production of furniture varies from employer to employer their problems are somewhat similar. Competition is intense nationwide but local producers can hold their own due to a superior product. The price of lumber has been taking enormous increases in recent years and its availability has diminished due to exporting. This hurts this area more than other areas as the West Coast uses less lumber in its furniture and the South has a longer growing season for lumber. Antiquated factories are a serious cost factor in production. Much time is lost by simply having to move production from one floor to another. And, although the older factories were constructed very soundly, they are not energy efficient, a byword these days. By and large the biggest concern in the production of furniture is the availability of labor.

For, while most producers enjoy a good solid core of employees it is the fringe that causes the most problems. Tardyness, absenteeism and lack of motivation all cause interruptions in production that make some workers unreliable. Several motivation plans have been attempted but the problem has yet to be alleviated.

Finance The banking industry has been quite active lately. High interest rates mean that money has to work harder to retain its value. Investments these days tend to be in "Blue Chips" rather than home mortgages. The energy situation is cause for concern in financial circles. With the price of home heating fuel doubling from last year and dealers demanding payment in thirty days the family budget will be tight this winter. What this means is that deliquent payments will be on the rise, a trend that is already observed nationwide.

The Real Estate industry is doing well in the Gardner Area. With inflation running at a rapid pace, owning a house is a good investment for the dollar. Over the past few years the price of housing has been increasing at an 11 percent rate. Bank loans are available but interest rates are high and down payments , in some cases, are 20 to 30 percent of the sale price. This makes it very difficult for the first home buyer to get established. However, help is on the way. At present there is a petition before the Gardner Planning Board to allow the construction of new homes on West Street near the Templeton line. The plan is to start with 15 new homes with a maximum of 53 sites. The houses will be single family moderate income (approximately $40,000 sale price), with no chimney but a flue for wood burning stoves.

V. Employment Development and Outlook by Occupation

The following table is a breakout of job openings received and filled by occupational category and wage rate in the Gardner office. The figures are cumulative from September 30, 1978 to June 30, 1979.

Of the job openings received from employers 59 percent of them were filled at an average salary of $3.76 per hour. The following is an historical comparison of average hourly wages. What

Date	7/78	7/77	7/76	7/75
Avg. Wage	$3.46	$2.88	$2.90	$2.68

is unusual is that in every category there are more openings than applicants. These tables tell us that there exists not only a shortage of labor but also a shortage of qualified labor to fill the jobs.

TABLE 2

Nonagricultural Employment by Annual Average for Major Industries

SIC	Industry	1970*	1971*	1972*	1973*	1974*	1975*	1976*	1977*	1978*	Projected 1979*	Projected 1980
SIC												
	Total Employment	9,718	9,865	10,755	11,140	11,219	10,372	10,311	10,616	11,452	11,560	11,715
	Mfg. Total	6,505	6,579	6,699	6,740	6,759	5,938	5,942	5,980	6,414	6,470	6,555
	Durable Goods											
24	Lumber	335	340	341	341	292	217	204	216	249	250	275
25	Furniture	3,073	2,984	3,096	3,101	3,112	2,574	2,613	2,420	2,470	2,490	2,500
33	Primary Metals	56	56	62	80	111	132	173	158	206	215	225
34	Fabricated Metals	430	446	443	489	535	708	827	885	904	910	925
35	Nonelectric Machinery	1,228	1,180	1,227	1,299	1,354	1,435	1,295	1,462	1,666	1,680	1,700
	Nondurable Goods											
23	Apparel	32	59	73	61	66	69	58	55	52	50	50
26	Paper	447	464	497	491	474	367	401	403	427	430	430
27	Printing	111	106	98	88	86	79	87	79	80	80	80
28	Chemicals	73	59	66	69	61	50	55	59	79	80	80
30	Plastics	35	32	38	31	32	85	69	64	83	85	90
39	Miscellaneous	386	522	468	379	302	175	116	138	198	200	200
	Nonmanufacturing											
15-17	Construction	280	278	315	322	304	229	220	257	243	250	270
40-49	Transportation, Comm. and Utilities	279	297	312	322	325	450	446	439	460	460	470
50-59	Trade	1,643	1,572	1,762	1,895	1,946	1,811	1,794	1,949	1,972	1,980	2,000
60-69	Finance, Insurance, Real Estate	184	190	198	297	301	314	300	306	319	320	320
70-89	Services - Total	819	938	1,485	1,554	1,569	1,618	1,595	1,670	2,044	2,080	2,100
72	Personal	60	59	66	65	61	60	68	74	71	80	80
73	Miscellaneous Business	41	38	49	50	48	71	60	68	74	80	90
78-79	Amusements & Recreation	70	81	74	81	66	82	82	110	96	100	110
80	Medical & Health	414	527	1,025	1,082	1,118	1,150	1,126	1,168	1,193	1,200	1,210

* All Averages are for Calendar Year

Source: Division of Employment Security - 202 Report

TABLE 3

Supply & Demand of Labor
September 1978 - June 1979
Gardner Local Office

Occupational Categories	Active Applicants	Openings Total	Ratio of Openings to Apps.
Professional, Technical & Managerial	98	169	1.7 to 1
Clerical & Sales	112	156	1.3 to 1
Services	70	130	1.8 to 1
Farming, Fishing, & Forestry	11	81	7.3 to 1
Processing	6	15	2.5 to 1
Machine	39	85	2.1 to 1
Benchwork	65	159	2.4 to 1
Structural	47	52	1.1 to 1
Miscellaneous	80	127	1.5 to 1
Total	549	977	1.7 to 1

Source: Table #96 ESARS
Gardner Local Office #2127

TABLE 4

06/30/79 MASSACHUSETTS

JOB OPENINGS RECEIVED AND FILLED BY OCCUPATIONAL CATEGORY AND HOURLY WAGE RATE

ITEM NO	ITEM	TOTAL NONAG AND AG.	UNDER $2.65	$2.65- $2.99	$3.00- $3.49	$3.50- $3.99	$4.00- $4.49	$4.50- $4.99	$5.00- $5.49	$5.50- $5.99	$6.00 & OVER	AVERAGE	OTHER*
A	B	C	D	E	F	G	H	I	J	K	L	M	N
	OPENINGS RECEIVED												
B07010	TOTAL	979	11	112	316	201	154	60	34	14	53	3.90	24
B07015	0-1 PROF TECH MGR	169	0	1	5	26	63	28	5	4	19	5.42	18
B07020	20-24 CLERICAL	141	0	8	52	50	23	3	3	0	2	3.75	0
B07025	25-29 SALES	16	0	1	5	1	1	0	5	3	0	4.30	0
B07030	30 DOMESTIC	2	0	2	0	0	0	0	0	0	0	2.90	0
B07035	31-39 OTHER SERV	129	11	29	37	38	6	0	2	0	0	3.18	6
B07040	4 FARM F & F	83	0	47	3	11	11	11	0	0	0	3.37	0
B07045	5 PROCESSING	15	0	0	0	4	10	1	0	0	0	3.99	0
B07050	6 MACHINE TRADES	86	0	7	36	18	14	5	4	0	2	3.61	0
B07055	7 BENCH WORK	159	0	11	111	19	11	1	4	0	2	3.31	0
B07060	8 STRUCTURAL	52	0	0	6	23	6	5	2	5	5	4.18	0
B07065	90-91 MOTOR FRGT, TRANSP	42	0	1	6	4	3	0	4	1	23	5.43	0
B07070	92 PKG MTRL HNDL	74	0	5	53	7	6	0	3	0	0	3.26	0
B07075	93-97 OTHER	11	0	0	2	0	0	6	2	1	0	4.53	0
	OPENINGS FILLED												
B07085	TOTAL	561	4	72	217	93	90	23	18	6	32	3.76	6
B07090	0-1 PROF TECH MGR	67	0	0	0	13	37	7	2	0	4	5.05	4
B07095	20-24 CLERICAL	66	0	6	31	14	10	3	2	0	0	3.50	0
B07100	25-29 SALES	8	0	1	4	0	1	0	2	0	0	3.70	0
B07105	30 DOMESTIC	0	0	0	0	0	0	0	0	0	0	0.00	0
B07110	31-39 OTHER SERV	77	4	18	20	26	6	0	1	0	0	3.30	2
B07115	4 FARM F & F	41	0	33	0	1	2	5	0	0	0	3.17	0
B07120	5 PROCESSING	8	0	0	0	2	5	1	0	0	0	4.00	0
B07125	6 MACHINE TRADES	57	0	4	28	10	10	3	1	0	1	3.52	0
B07130	7 BENCH WORK	122	0	5	90	11	10	1	3	0	2	3.34	0
B07135	8 STRUCTURAL	32	0	0	7	9	3	2	2	4	5	4.37	0
B07140	90-91 MOTOR FRGT, TRANSP	29	0	0	3	1	2	0	2	1	20	5.82	0
B07145	92 PKG MTRL HNDL	49	0	5	32	6	4	0	2	0	0	3.28	0
B07150	93-97 OTHER	5	0	0	2	0	0	1	1	1	0	4.40	0

*1 OTHER INCLUDES WAGES NOT PAID ON A TIME BASIS.

LOCAL OFFICE 2127

MONTHLY YEAR TO DATE
FOR PERIOD ENDING 06/30/79

VI. Recent Unemployment Trends and Outlook

Since the early 1970's the Gardner LMA had experienced unemployment rates higher than the state and the nation. This was especially true during the 1975 recession when the unemployment rate went as high as 14.2 percent in September of 1975 with 2,970 people unemployed. Since then the number of unemployed has dropped to 1,002 and a rate of 4.9 for May of 1979. The most recent trend shows that the unemployment rate for the LMA is comparable to the State and in some cases it is even lower than the nation. There is a feeling that a recession would hurt the rest of the nation more than this state or this area due to the makeup of the economy. This appears to be true, for the time being anyway.

The tables titled "Selected Characteristics of the Insured Unemployed " (December, 1978) gives a detailed breakout of who the unemployed are. It shows us that the core of the unemployed are between 25 and 34 years of age and almost 58 percent are men, up from 54 percent in June of 1978. Also back in June of 1978 the inability for some people to find work was reflected by the fact that 19 percent of claimants were still on the rolls after 30 weeks. The latest report show this to be none. The local employment office explained that if an individual is actively seeking employment a job can be found.

The recent phaseout of the Heywood-Wakefield Company is a good example of where a strong economic climate along with cooperation of local employers and the Division of Employment Security enabled the area to absorb the displaced workers and to continue to make strong showings in employment and unemployment levels. Many areas in the state have not been so resilient and resourceful as Gardner.

TABLE 5

Characteristics of Applicants Placed by Wage Rate at which Placed
Cumulative October 1, 1978 - June 30, 1979

Characteristics of Applicants	Total Apps Placed	Under $2.65	$2.65 Under $2.99	$3.00 Under $3.49	$3.50 Under $3.99	$4.00 Under $4.49	$4.50 Under $4.99	$5.00 Under $5.49	$5.50 Under $5.99	$6.00 & Over
Age All Ages	468	4	59	211	69	60	17	47	7	19
Under 20 years	98	2	25	54	7	9	2	3	0	1
20-21	61	1	9	28	10	7	2	3	1	1
22-24	91	1	7	37	22	11	2	14	1	4
25-29	76	0	6	32	8	12	3	14	1	5
30-39	65	0	4	27	8	12	3	10	0	4
40-44	18	0	1	8	2	2	0	1	2	2
45-54	29	0	5	14	4	3	1	1	1	1
55-64	29	0	2	10	8	4	4	1	1	1
65 years or older	1	0	0	1	0	0	0	0	0	0
SEX										
Men	298	0	30	119	48	45	9	44	7	19
Women	170	4	29	92	21	15	8	3	0	0
Highest Grade of School Completed										
0- 7	10	0	0	4	0	2	1	2	0	1
8-11	141	0	21	85	21	10	5	6	1	4
12	206	3	26	83	35	32	5	20	5	8
Over 12 years	111	1	12	39	13	16	6	19	1	6
Veteran	102	0	6	23	21	19	2	20	5	13
Disabled Veteran	9	0	0	4	0	3	0	2	0	1
Vietnam Era	43	0	2	9	7	9	0	16	0	4
Welfare	14	0	2	5	4	2	0	1	0	1
Handicapped	31	0	2	14	5	7	1	2	0	2
Ethnic Group										
White	463	4	59	208	68	60	17	46	7	19
Black	3	0	0	1	1	0	0	1	0	0
Hispanic	2	0	0	2	0	0	0	0	0	0

Source: ESARS #2127 Table #15

TABLE 6

Employment, Unemployment and Rate
from 1974 to Present by Month
Gardner Labor Market Area

Year	Employed	Unemployed	Unemployment Rate
1974 1/	18,451	1,392	7.0
January	18,617	1,454	7.2
February	18,460	1,604	8.0
March	18,655	1,136	5.7
April	18,496	1,160	5.9
May	18,527	1,390	6.6
June	19,134	1,137	5.6
July	18,415	1,671	8.3
August	18,288	1,291	6.6
September	18,319	1,411	7.2
October	18,494	1,240	6.3
November	18,260	1,330	6.8
December	17,742	1,966	10.0

Year	Employed	Unemployed	Unemployment Rate
1975 1/	18,124	2,603	12.6
January	18,015	2,698	13.0
February	17,892	2,746	13.3
March	17,983	2,457	12.0
April	17,717	2,560	12.6
May	18,066	2,511	12.2
June	18,152	2,759	13.2
July	18,479	2,703	12.8
August	18,510	2,642	12.5
September	18,005	2,970	14.2
October	18,145	2,346	11.5
November	18,322	2,409	11.6
December	18,203	2,435	11.8

TABLE 6 (Con't)

Employment, Unemployment and Rate
from 1974 to Present by Month
Gardner Labor Market Area

Year	Employed	Unemployed	Unemployment Rate
1976 1/	18,263	2,240	10.9
January	17,656	2,785	13.6
February	17,522	2,573	12.8
March	17,211	2,599	13.1
April	17,437	2,300	11.7
May	17,739	2,275	11.4
June	18,960	2,143	10.2
July	19,074	2,367	11.0
August	19,113	2,372	11.0
September	18,716	2,011	9.7
October	18,786	1,746	8.5
November	18,501	1,886	9.3
December	18,445	1,824	9.0

Year	Employed	Unemployed	Unemployment Rate
1977 1/	17,491	1,690	8.8
January	17,066	2,146	11.2
February	17,057	2,088	10.9
March	16,899	1,714	9.2
April	17,340	1,828	9.5
May	17,755	1,406	7.3
June	17,898	1,657	8.5
July	17,384	1,858	9.7
August	17,568	1,921	9.9
September	17,433	1,833	9.5
October	17,852	1,321	6.9
November	17,560	1,327	7.0
December	18,077	1,175	6.1

TABLE 6 (Con't)

Employment, Unemployment and Rate
from 1974 to Present by Month
Gardner Labor Market Area

Year	Employed	Unemployed	Unemployment Rate
1978 1/	18,769	1,199	6.0
January	18,624	1,542	7.6
February	18,454	1,268	6.4
March	18,725	1,086	5.5
April	18,578	968	5.0
May	18,643	1,181	6.0
June	19,125	1,392	6.8
July	19,219	1,473	7.1
August	18,959	1,348	6.6
September	18,474	1,011	5.2
October	18,805	781	4.0
November	18,837	1,134	5.7
December	18,788	1,195	6.0

Year	Employed	Unemployed	Unemployment Rate
1979			
January	19,145	1,732	8.3
February	19,416	1,460	7.0
March	19,642	1,448	6.9
April	19,764	1,079	5.2
May	19,447	1,002	4.9
June	19,628	1,044	5.1
July	20,045	1,256	5.9

Source: Newly revised to C.P.S. January, 1978
1/ Annual Average
NOTE: Labor Force = Unemployment & Employment

$$\text{RATE} = \frac{\text{Unemployment}}{\text{Labor Force}}$$

TABLE 7

SELECTED CHARACTERISTICS OF INSURED UNEMPLOYED
GARDNER LABOR AREA

DECEMBER 1978

	ALL PROGRAMS		PROGRAMS	PSE
	NUMBER	PERCENT	NUMBER	NUMBER
TOTAL	404	100.0	261	143
AGE				
UNDER 20	-	-	-	-
UNDER 25	87	21.5	49	38
25 - 34	120	29.7	72	48
35 - 44	68	16.8	49	19
45 - 54	38	9.4	24	14
55 - 64	74	18.3	55	19
65 & OVER	17	4.2	12	5
I.N.A.	-	-	-	-
SEX				
MEN	233	57.7	132	100
WOMEN	172	42.6	129	43
I.N.A.	-	-	-	-
ETHNIC GROUP				
WHITE	404	100.0	261	143
NON-WHITE	-	-	-	-
I.N.A.	-	-	-	-
SPANISH SURNAME	-	-	-	-
OCCUPATION				
PROF.,TECH.,MGT	74	18.3	40	33
CLERICAL/SALES	98	24.3	69	29
SERVICES	39	9.7	25	14
FARM,FISH,FOR.	14	3.5	-	14
PROCESSING	10	2.5	10	-
MACHINE TRADES	22	5.4	22	-
BENCH WORK	29	7.2	29	-
STRUCTURAL	79	19.6	46	33
MISC. WORK	39	9.7	20	19
I.N.A.	-	-	-	-
RECENT DURATION				
0-9 WEEKS	240	59.4	145	96
10-19 WEEKS	136	33.7	93	43
20-29 WEEKS	28	6.9	23	5
30 + WEEKS	-	-	-	-

TABLE 7 (Con't)

	ALL PROGRAMS		PRO-GRAMS	PSE
	NUMBER	PERCENT	NUMBER	NUMBER
INDUSTRY ATTACH.				
MANUFACTURING	75	18.6	75	-
CON. CONSTRUCT	32	7.9	32	-
TRAN./UTIL.	14	3.5	14	-
WHOL/RET.TRADE	47	11.6	47	-
FIN/INS/R.E.	8	2.0	8	-
SERVICES	40	9.9	40	-
GOVERNMENTS	189	46.8	46	143
OTHERS	-	-	-	-
I.N.A.	-	-	-	-
AVE. WEEKLY WAGE				
UNDER $100	44	10.9	35	10
$100 - $149	120	29.7	82	38
$150 - $199	153	37.9	57	96
$200 - $249	42	10.4	42	-
$250 - $299	24	5.9	24	-
$300 OR MORE	22	5.4	22	-
I.N.A.	-	-	-	-
SEPARATION REASON				
LAYOFF	340	84.2	197	143
QUIT VOL. RET.	-	-	-	-
QUIT PREGNANCY	-	-	-	-
QUIT OTHER	18	4.5	18	-
DISCHARGES	24	5.9	24	-
LABOR DISPUTE	-	-	-	-
OTHER/INA	22	5.4	22	-

TABLE 8

OCCUPATIONS OF THE INSURED UNEMPLOYED
GARDNER LABOR AREA

DECEMBER 1978

	ALL AGES NUMBER	PER.	UNDER 45 YRS.	OVER 45 YRS.	NOT AVAIL
TOTAL	404	100.0	275	129	-
0,1 PROF.,TECH.,MGR.	74	18.3	57	17	-
00,01 ARCH./ENGINEER	10	2.5	10	-	-
02 MATH & PHY. SCIENCE	5	1.2	5	-	-
04 LIFE SCIENCES	11	2.7	8	3	-
05 SOCIAL SCIENCES	-	-	-	-	-
07 MEDICINE & HEALTH	3	.7	3	-	-
09 EDUCATION	14	3.5	14	-	-
10 MUSEUM, LIBRARY	-	-	-	-	-
11 LAW & JURISPRUDENCE	-	-	-	-	-
12 RELIGION & THEOLOGY	-	-	-	-	-
13 WRITING	-	-	-	-	-
14 ART	5	1.2	5	-	-
15 ENTERTAINMENT & REC	2	.5	2	-	-
16 ADMINISTRATIVE SPEC	14	3.5	10	5	-
18 MANAGRES & OFFICIAL	10	2.5	-	10	-
19 PROFESSIONAL, TECN	-	-	-	-	-
2 CLERICAL, SALES	98	24.3	63	35	-
20 STENO,TYPE,FILING	36	8.9	32	5	-
21 COMPUTING & ACCOUNT	32	7.9	14	17	-
22 MATERIAL & PROD REC	-	-	-	-	-
23 INFO & MESSAGE DIST	17	4.2	10	8	-
24 MISC CLERICAL	8	2.0	8	-	-
25 SALESMEN, SERVICES	-	-	-	-	-
26,28 SALES, COMMODITI	5	1.2	-	5	-
29 MERCHANDISING	-	-	-	-	-
3 SERVICES	39	9.7	19	20	-
30 DOMESTIC SERVICE	-	-	-	-	-
31 FOOD & BEVERAGE	12	3.0	5	8	-
32 LODGING	-	-	-	-	-
33 BARBERING,COSMETOLO	-	-	-	-	-
34 AMUSEMENT & REC	-	-	-	-	-
35 MISC PERSONAL SERV	5	1.2	5	-	-
36 APPAREL & FURNISH	-	-	-	-	-
37 PROTECTIVE SERV	12	3.0	5	8	-
38 BUILDING & RELATED	10	2.5	5	5	-
40-46 FARM/FISH	14	3.5	10	5	-
5 PROCESSING	10	2.5	10	-	-
50 PROCESSING OF METAL	-	-	-	-	-
51 ORE REFINING&FOUNDR	-	-	-	-	-

TABLE 8 (Con't)

	ALL AGES NUMBER	PER.	UNDER 45 YRS.	OVER 45 YRS.	NOT AVAIL
52 PROCESS/FOOD,TOBACO	5	1.2	5	-	-
53 PROCESSING OF PAPER	-	-	-	-	-
54 PROCES/OIL,COAL,GAS	-	-	-	-	-
55 CHEM,PLASTC,SYN,RUB	5	1.2	5	-	-
56 WOOD AND WOOD PROD	-	-	-	-	-
57 STONE,CLAY,GLASS	-	-	-	-	-
58 LEATHER,TEXTILES	-	-	-	-	-
59 PROCES/OCCUPATIONS	-	-	-	-	-

TABLE 8 (Con't)

OCCUPATIONS OF THE INSURED UNEMPLOYED
GARDNER LABOR AREA

DECEMBER 1978

	ALL AGES NUMBER	PER.	UNDER 45 YRS.	OVER 45 YRS.	NOT AVAIL
TOTAL	404	100.0	275	129	-
6 MACHINE TRADES	22	5.4	12	10	-
60 METAL MACHINING	5	1.2	5	-	-
61 METALWORKING OCCUP	-	-	-	-	-
62,63 MECHANICS REPAIR	3	.7	3	-	-
64 PAPERWORKING	-	-	-	-	-
65 PRINTING	-	-	-	-	-
66 WOOD MACHING	10	2.5	5	5	-
67 MACH STONE,CLAY,GLA	-	-	-	-	-
68 TEXTILE	5	1.2	-	5	-
69 MACHINE TRADES OCCU	-	-	-	-	-
7 BENCH WORK	29	7.2	19	10	-
70 FAB.ASSBLY&REPAIR	-	-	-	-	-
71 FAB.REPAIR SCI&MED	5	1.2	5	-	-
72 ASBLY&REPAIR ELECT	-	-	-	-	-
73 FAB.REPR ASSRT MATL	5	1.2	5	-	-
74 PAINTING, DECORAT	-	-	-	-	-
75 FAB&REPR PLASTC SYN	-	-	-	-	-
76 FAB&REPR WOOD PROD	5	1.2	5	-	-
77 FAB&REPR SAND STONE	-	-	-	-	-
78 FAB&REPR TEXTILE	14	3.5	5	10	-
79 BENCH WORK OCCUPAT	-	-	-	-	-
8 STRUCTURAL WORK	79	19.6	51	29	-
80 METAL FABRICATING	-	-	-	-	-
81 WELDERS, FLAME CUTT	-	-	-	-	-
82 ELECTRICAL ASSBLY	10	2.5	5	5	-
84 PAINT,PLASTER,WATER	14	3.5	10	5	-
85 EXCAVAT,GRAD,PAVE	5	1.2	5	-	-
86 CONSTRUCTION OCCUPA	43	10.6	29	14	-
89 STRUCTURAL WORK OCC	3	.7	3	-	-
9 MISCELLANEOUS	39	9.7	35	5	-
90 MOTOR FREIGHT	17	4.2	12	5	-
91 TRANSPORTATION OCCU	3	.7	3	-	-
92 PACKAGING&MATERIALS	19	4.7	19	-	-
93 EXTRACT OF MINERALS	-	-	-	-	-
94 LOGGING OCCUPATIONS	-	-	-	-	-
95 PROD&DIST,UTILITIES	-	-	-	-	-
96 AMUSE, REC., MOVIES	-	-	-	-	-
97 GRAPHIC ART WORK	-	-	-	-	-
999 INFO NOT AVAILABLE	-	-	-	-	-

TABLE 8 (Con't)

AGE AND AVERAGE WEEKLY EARNINGS OF THE INSURED UNEMPLOYED
GARDNER LABOR AREA

DECEMBER 1978

	TOTAL		MALES		FEMALES	
	NUMBER	PER.	NUMBER	PER.	NUMBER	PER.
TOTAL	404	100.0	233	100.0	172	100.0
AGE GROUPS						
TOTAL	404	100.0	233	100.0	172	100.0
UNDER 20	-	-	-	-	-	-
UNDER 25	87	21.5	63	27.0	24	14.0
25 - 34	120	29.7	73	31.3	47	27.3
35 - 44	68	16.8	32	13.7	36	20.9
45 - 54	38	9.4	29	12.4	10	5.8
55 - 64	74	18.3	32	13.7	42	24.4
65 & OVER	17	4.2	5	2.1	12	7.0
WEEKLY EARN.						
TOTAL	404	100.0	233	100.0	172	100.0
UNDER $100	44	10.9	27	11.6	17	9.9
$100-$149	120	29.7	65	27.9	55	32.0
$150-$199	153	37.9	90	38.6	63	36.6
$200-$249	42	10.4	14	6.0	27	15.7
$250-$299	24	5.9	19	8.2	5	2.9
$300 +	22	5.4	17	7.3	5	2.9

TABLE 9

DURATION MOST RECENT SPELL (ALL PROGRAMS)
GARDNER LABOR AREA

DECEMBER 1978

	TOTAL	0-4 WEEKS	5-14 WEEKS	15-26 WEEKS	27+ WEEKS
TOTAL	404	124	202	79	-
OCCUPATION					
PROF,TECH,MGT	74	23	46	5	-
CLERICAL/SALES	98	22	41	35	-
SERVICES	39	12	19	8	-
FARM,FISH,FURS	14	-	14	-	-
PROCESSING	10	5	-	5	-
MACHINE TRADES	22	10	12	-	-
BENCH WORK	29	-	29	-	-
STRUCTURAL	79	33	32	14	-
MISC. WORK	39	19	8	12	-
I.N.A.	-	-	-	-	-
INDUSTRY ATTACH.					
MANUFACTURING	75	14	36	24	-
CONSTRUCTION	32	19	10	3	-
TRANS/UTIL	14	10	-	5	-
WHOL/RET/TRADE	47	22	14	11	-
FIN/INS/R.E.	8	-	-	8	-
SERVICES	40	-	35	5	-
GOVERNMENTS	189	59	106	24	-
OTHERS	-	-	-	-	-
I.N.A.	-	-	-	-	-
MALES	233	76	126	30	-
UNDER 20	-	-	-	-	-
UNDER 25	63	24	27	12	-
25 - 34	73	29	44	-	-
35 - 44	32	5	27	-	-
45 - 54	29	10	14	5	-
55 - 64	32	10	10	12	-
65 & OVER	5	-	5	-	-
FEMALES	172	48	75	49	-
UNDER 20	-	-	-	-	-
UNDER 25	24	-	19	5	-
25 - 34	47	13	20	14	-
35 - 44	36	17	-	19	-
45 - 54	10	-	10	-	-
55 - 64	42	17	17	8	-
65 & OVER	12	-	10	3	-

CHARACTERISTICS OF APPLICANTS
TABLE 10
Gardner Labor Market Area
October 1, 1978 - July 31, 1979

CHARACTERISTICS OF APPLICANTS	REGISTERED APPLICANTS	INDIVIDUALS COUNSELED	PLACED AFTER COUNSELING	ENROLLED IN TRAINING	TOTAL APPLICANTS PLACED IN JOBS
ge - All Ages	2,306	377	101	29	596
Under 20 years	446	95	28	2	139
20 - 21	289	50	15	2	82
22 - 24	358	59	14	6	109
25 - 29	395	50	14	7	86
30 - 39	363	52	8	5	81
40 - 44	102	22	10	1	26
45 - 54	192	27	7	5	36
55 - 64	137	21	5	1	36
65 years or older	24	1	0	0	1
Sex	2,306	377	101	29	596
Men	1,320	229	63	26	369
Women	986	148	38	3	227
Highest Grade of School Completed	2,306	377	101	29	596
0 - 7	52	12	2	1	15
8 - 11	686	130	35	5	174
12	993	167	47	15	268
Over 12 years	575	68	17	8	139
Handicapped	175	54	7	4	39
Welfare	130	19	3	2	18
Ethnic Group	2,306	377	101	29	596
White	2,280	374	101	29	588
Black	16	3	0	0	4
Other	3	0	0	0	1
Spanish Surname	7	0	0	0	3
Vietnam - ERA Veteran	159	34	8	9	49

Form 0233-H2 New 8-76

Source: ESARS

VII. CETA

The Comprehensive Employment and Training Act of 1973 (CETA) was passed with the purpose of providing job training and employment opportunities for economically disadvantaged, unemployed and under-employed persons and to assure that training and other services lead to maximum employment opportunities. Under CETA the primary responsibility for manpower training is on the prime sponsors, cities with a population of 100,000 or more, and consortiums, groups of smaller cities and towns. The Gardner Consortium serves the following twenty-six cities and towns.

Ashburnham*	Groton	Oakham
Ashby*	Hardwick	Pepperell
Ayer	Harvard	Princeton*
Barre	Hubbardston*	Shirley
Berlin	Lancaster	Sterling
Bolton	Leominster	Templeton*
Clinton	Lunenburg	Townsend
Fitchburg	New Braintree	Westminster
Gardner*		Winchendon*

*Gardner LMA

Title IIB

Formerly known as Title I
Services include: Classroom training, work experience, OJT and services to participants (counseling, supportive services, etc.)

ELIGIBILITY FOR PARTICIPATION IN TITLE II B

1. United States citizen or alien who is permitted to accept permanent employment by Immigration and Naturalization Services; and

2. Economically disadvantaged; and

3. Unemployed, or
   Underemployed, or
   In-School Youth

Title IIC

New Program: Upgrading and Retraining Programs designed to offer additional opportunities to those locked into low paying, low-skill, dead-end jobs. Services include: classroom training, OJT, supportive services.

ELIGIBILITY FOR PARTICIPATION IN TITLE II C UPGRADING

1. United States citizen or alien who is permitted to accept permanent employment by Immigration and Naturalization Service; and

2. Operating at less than full skill potential; and

3. Working for at least the prior six months with the same employer in an entry level, unskilled or semi-skilled position, or a position with little or no advancement opportunity in a normal promotional line.

ELIGIBILITY FOR PARTICIPATION IN TITLE II C RETRAINING

1. United States citizen or alien who is permitted to accept permanent employment by Immigration and Naturalization Service; and

2. Have received a bona fide notice of impending layoff within the last six months; and

3. Have been determined by Prime Sponsor as having little opportunity to be reemployed in same or equivalent occupation or skill level within the labor market area.

Title II D PSE

Formerly known as Title II-PSE
Services include: public service employment, classroom training, and services to participants (counseling, job development, etc.)

ELIGIBILITY FOR PARTICIPATION IN TITLE II D PSE

1. United States citizen or alien who is permitted to accept permanent employment by Immigration and Naturalization Service; and

2. A resident of the prime sponsor's jurisdiction, and

3. Economically disadvantaged, unemployed at time of enrollment, and unemployed during 15 of the past 20 weeks, or

   A member of a family which is receiving Public Assistance; and

4. Not have voluntarily terminated, without good cause, last full-time employment during past six months.

Title IV A

Formerly known as Title III C.
Programs for youth under Youth Community Conservation and Improvement Projects (YCCIP) and Youth Employment and Training Programs (YETP) are designed to provide classroom training, OJT, work experience and services to participants.

ELIGIBILITY FOR PARTICIPATION IN YCCIP

1. United States citizen or alien who is permitted to accept permanent employment by Immigration and Naturalization Service; and

2. Aged 16 through 19 years, inclusive; and

3. Unemployed; and

4. Economically disadvantaged; and

5. Has not had previous enrollments in YCCIP exceeding 12 months.

ELIGIBILITY FOR PARTICIPATION IN YETP

1. United States citizen or alien who is permitted to accept permanent employment by Immigration and Naturalization Service; and

2. Aged 16 through 21 years inclusive; and

3. A member of a family with total family income at or below 85 percent of lower living standard income level; and

4. Unemployed; or
Underemployed; or
In School

Title IV C Summer Youth Employment Program
Services include: work experience, remedial education, assessment, classroom training and services to participants.

ELIGIBILITY FOR PARTICIPATION IN SUMMER YOUTH EMPLOYMENT PROGRAM

1. United States citizen for alien who is permitted to accept permanent employment by Immigration and Naturalization Service; and

2. Economically Disadvantaged; and

3. Aged 14 through 21 years, inclusive

Title VI PSE — Formerly called Titles VI and VI B
Services include: public service employment, training and services to participants (counseling, job development etc.)

ELIGIBILITY FOR PARTICIPATION IN TITLE VI PSE

1. United States citizen or alien who is permitted to accept permanent employment by Immigration and Naturalization Service; and

2. Resident of the prime sponsor's jurisdiction; and

3. A member of family which has been receiving Public Assistance for ten of the last twelve weeks; or Unemployed at time of enrollment; and Unemployed at least 10 out of 12 weeks prior to enrollment; and
Have a family income which does not exceed 100% of the lower living standard income level based on the three months prior to application.

4. Not have voluntarily terminated, without good cause, last full-time employment during past six months.

TABLE 11

CETA Employment in Public
Service Employment (PSE)

	1979* FY	1978 FY	1977 FY
PSE Title II D	157	205	123
Title VI A	341	398	404
Title VI B	140	419	280

*1979 FY is projected

A P P E N D I X

TABLE 12

City of Gardner
Annual Report of the School Committee
Pupil Enrollment

Grade (Boys & Girls)	1970	1971	1972	1973	1974	1975	1976
K						163	179
1	216	230	234	234	202	208	224
2	189	201	198	172	193	180	167
3	207	184	199	187	180	185	187
4	197	219	185	199	197	190	191
5	228	210	214	181	213	204	184
6	201	231	217	210	185	222	212
7	251	265	391	281	262	219	274
8	221	307	268	288	277	267	208
9	377	297	305	275	289	310	303
10	331	302	271	260	244	264	265
11	281	308	279	249	253	248	241
12	272	274	284	264	242	237	226
Special Class	94	75	62	61	35	8	25
TOTAL	3,065	3,103	3,007	2,861	2,772	2,905	2,886

Source: Annual Report, City of Gardner

TABLE 13

City of Gardner
Building Inspectors Department

	New Construction						Additions, Alterations & Repairs					
	Single Family	Multi-Family	Stores	Factories	Total Permits	Est. Costs*	Dwell-ings	Factories	Stores	Office Build	Total Permits	Est. Costs*
1970 Calendar year	15	7	4	1	81	2845.4	97	9	9	2	163	343.5
1971 Calendar Year	28	4			74	3386.8	133	4	12	3	212	358.5
1972 Calendar Year 1/	17	6	3	1	58	10914.6	198	14	6	3	307	623.8
1974 Fiscal Year	19	39	1	1	119	10507.0	344	22	14	2	545	3222.9
1975 Fiscal Year	8				33	282.7	213	10	9	1	282	1674.1
1976 Fiscal Year	9	1			29	1625.9	194	6	10		277	688.8
1977 Fiscal Year	19				46	786.9	160	15	13		234	1439.9

* in thousands of $
** Fiscal 74 includes Calendar 1973 & FY 1974
1/Mt. Wachusett C.C.

Source: Annual Report, City of Gardner

TABLE 14

Tax Rate for the City of Gardner

Year	Rate in $
1970	102.
1971*	48.50
1972	50.00
1973	49.50
1974**	24.75
1975 FY	55.40
1976 FY	55.40
1977 FY	55.40
1978 FY	56.40
1979 FY	52.00

* In 1971 property evaluation waschanged from 45 percent to 100 percent of full market value.

** The tax rate for 1974 includes only the last six months of the calendar year.

Source: Assessors Office, Gardner City Hall

TABLE 15

City of Gardner
Ratio of Classified Expenditures to Total Expenditures

	Calendar 1969	Calendar 1970	Calendar 1971	Calendar 1972	Fiscal 1974	Fiscal 1975	Fiscal 1976	Fiscal 1977
School	29.6	28.8	25.8	29.98	33.62	24.71	24.01	27.5
Municipal Indebtedness	24.1	28.1	2.1	1.8	1.92	1.15	7.46	3.60
Highway Department	7.8	7.5	5.7	3.80	3.78	3.49	4.52	3.13
Fire Department	5.0	5.1	3.9	4.48	5.10	2.38	2.62	4.32
Police Department	4.6	4.5	3.7	3.50	3.94	2.01	2.49	3.84
General Government	3.5	3.5	3.0	2.57	2.94	2.44	2.50	2.34
Recreation, Parks & Playground	3.3	3.4	2.2	2.07	2.28	1.72	1.88	1.25
Unclassified	3.5	3.0	4.0	3.43	3.55	3.57	3.57	3.93
Health & Sanitation	4.6	2.8	8.9	12.72	3.94	2.25	2.99	1.7
Pensions	3.1	3.9	3.0	3.17	3.97	3.26	2.22	3.99
Water Department	3.1	2.6	2.15	1.86	2.50	1.90	2.21	1.35
Veteran Services	3.0	2.5	1.6	1.13	1.11	.52	.49	.81
Forestry, Bldg. Inspector, Etc.	1.1	1.1	0.8	.74	.89	.59	.64	.35
Cemeteries	1.1	1.0	0.7	.69	.58	.44	.60	.22
Interest on Indebtedness	1.1	1.0	0.4	.56	.51	1.8	3.03	3.56
Libraries	1.0	0.9	0.7	.77	.84	.58	.70	.83
Parking Meters & Parking Areas	0.3	0.15	0.15	.12	.10	.08	.08	.15
Municipal Airport	0.1	0.1	0.1	.01	.07	.05	.06	.06
Public Welfare	0.1	0.05	-					
Anticipation of Rev. Loans			25.1	26.26	27.22	13.92	21.11	27.01
B.A.N. & Non Rev. Cash Invested			6.29					
Interest on Anticipation of Rev. Loans			0.3	.34	.58	.32	.26	.22
Interest of B.A.N.			.01	-	.04	.01	0.2	-
Construction of New High School						23.96	14.02	5.06
Industrial Park					.52	6.55	2.52	.51
Other Temp. Loans					-	2.3	.02	-
Public Works - S & L								4.27

Source: Annual Report, City of Gardner

* Fiscal 1974 includes calendar 1973 and FY 1974

STREET LIST TOTALS

1969 --
Ward 1, Precinct A -- 1032
Ward 1, Precinct B -- 1187
Ward 2, Precinct A -- 1555
Ward 2, Precinct B -- 1481
Ward 3, Precinct A -- 1330
Ward 3, Precinct B -- 1187
Ward 4, Precinct A -- 849
Ward 4, Precinct B -- 852
Ward 5, Precinct A -- 1072
Ward 5, Precinct B -- 1591

Total 1969 12136

1970 --
Ward 1, Precinct A -- 1054
Ward 1, Precinct B -- 1219
Ward 2, Precinct A -- 1568
Ward 2, Precinct B -- 1523
Ward 3, Precinct A -- 1331
Ward 3, Precinct B -- 1203
Ward 4, Precinct A -- 862
Ward 4, Precinct B -- 853
Ward 5, Precinct A -- 1071
Ward 5, Precinct B -- 1596

Total 1970 -- 12280

1971 --
Ward 1, Precinct A -- 1106
Ward 1, Precinct B -- 1355
Ward 2, Precinct A -- 1698
Ward 2, Precinct B -- 1680
Ward 3, Precinct A -- 1427
Ward 3, Precinct B -- 1311
Ward 4, Precinct A -- 857
Ward 4, Precinct B -- 903
Ward 5, Precinct A -- 1161
Ward 5, Precinct B -- 1723

Total 1971 -- 13221

1972 --
Ward 1, Precinct A -- 1131
Ward 1, Precinct B -- 1610
Ward 2, Precinct A -- 1706
Ward 2, Precinct B -- 1691
Ward 3, Precinct A -- 1466
Ward 3, Precinct B -- 1358
Ward 4, Precinct A -- 898
Ward 4, Precinct B -- 913
Ward 5, Precinct A -- 1164
Ward 5, Precinct B -- 1730

Total 1972 -- 13676

1973 --
Ward 1, Precinct A -- 1198
Ward 1, Precinct B -- 1399
Ward 2, Precinct A -- 1436
Ward 2, Precinct B -- 1314
Ward 3, Precinct A -- 1501
Ward 3, Precinct B -- 1554
Ward 4, Precinct A -- 1236
Ward 4, Precinct B -- 1521
Ward 5, Precinct A -- 1447
Ward 5, Precinct B -- 1210

Total 1973 -- 13725

1974 --
Ward 1, Precinct A -- 1224
Ward 1, Precinct B -- 1341
Ward 2, Precinct A -- 1428
Ward 2, Precinct B -- 1235
Ward 3, Precinct A -- 1456
Ward 3, Precinct B -- 1535
Ward 4, Precinct A -- 1196
Ward 4, Precinct B -- 1442
Ward 5, Precinct A -- 1451
Ward 5, Precinct B -- 1187

Total 1974 -- 13545

1975 --
Ward 1, Precinct A -- 1262
Ward 1, Precinct B -- 1516
Ward 2, Precinct A -- 1447
Ward 2, Precinct B -- 1340
Ward 3, Precinct A -- 1399
Ward 3, Precinct B -- 1531
Ward 4, Precinct A -- 1211
Ward 4, Precinct B -- 1384
Ward 5, Precinct A -- 1831
Ward 5, Precinct B -- 1200

Total 1975 -- 14112

1976 --
Ward 1, Precinct A -- 1231
Ward 1, Precinct B -- 1520
Ward 2, Precinct A -- 1463
Ward 2, Precinct B -- 1306
Ward 3, Precinct A -- 1360
Ward 3 Precinct B -- 1515
Ward 4, Precinct A -- 1215
Ward 4, Precinct B -- 1464
Ward 5, Precinct A -- 1801
Ward 5, Precinct B -- 1203

Total 1976 -- 14078

STREET LIST TOTALS

1977		
	Ward 1, Precinct A	1594
	Ward 1, Precinct B	1941
	Ward 2, Precinct A	1919
	Ward 2, Precinct B	1687
	Ward 3, Precinct A	1825
	Ward 3, Precinct B	1925
	Ward 4, Precinct A	1636
	Ward 4, Precinct B	1884
	Ward 5, Precinct A	2533
	Ward 5, Precinct B	1613
Total 1977		18557
1978		
	Ward 1, Precinct A	1611
	Ward 1, Precinct B	1860
	Ward 2, Precinct A	1906
	Ward 2, Precinct B	1631
	Ward 3, Precinct A	1633
	Ward 3, Precinct B	1803
	Ward 4, Precinct A	1524
	Ward 4, Precinct B	1724
	Ward 5, Precinct A	2508
	Ward 5, Precinct B	1583
Total 1978		17783
1979		
	Ward 1, Precinct A	1576
	Ward 1, Precinct B	2019
	Ward 2, Precinct A	1895
	Ward 2, Precinct B	1613
	Ward 3, Precinct A	1737
	Ward 3, Precinct B	1795
	Ward 4, Precinct A	1530
	Ward 4, Precinct B	1793
	Ward 5, Precinct A	2395
	Ward 5, Precinct B	1608
Total 1979		17961

NOTE: Prior to 1977 Street List totals only included persons 18 years and over. From 1977 an the list included all ages.

TABLE 16

--ES JOB BANK OPENINGS IN REPORTING DISTRICTS
BY OCCUPATIONAL CATEGORY
WORCESTER MASSACHUSETTS
JUNE 1979

OCCUPATIONAL CATEGORY	OPENINGS AVAILABLE				OPENINGS UNFILLED AT MONTH END			
	NUMBER		AVERAGE PAY		TOTAL		UNFILLED 30 DAYS OR MORE	
	CURRENT	LAST MONTH	CURRENT	LAST MONTH	CURRENT	LAST MONTH	CURRENT	LAST MONTH
TOTAL, ALL OCCUPATIONS	4,681	4,928	$ 8,040/YR	$ 7,974/YR	2,986	3,347	2,138	2,356
PROFESSIONAL, TECHNICAL, AND MANAGERIAL	603	693	10,093/YR	9,616/YR	444	537	325	430
CLERICAL AND SALES	963	1,101	7,531/YR	7,477/YR	652	796	497	570
SERVICE	807	746	3.39/HR	3.39/HR	589	553	443	345
FARMING, FISHERY, FORESTRY, AND RELATED	234	250	3.55/HR	3.57/HR	140	136	106	110
PROCESSING	175	161	3.59/HR	3.63/HR	102	98	68	67
MACHINE TRADES	435	510	4.16/HR	4.03/HR	285	353	214	248
BENCH WORK	328	291	3.47/HR	3.47/HR	181	146	87	104
STRUCTURAL WORK	561	515	4.36/HR	4.33/HR	326	336	187	226
MISCELLANEOUS	575	661	3.65/HR	3.69/HR	267	392	211	256

TABLE 17

-TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER MASSACHUSETTS
JUNE 1979

JOB TITLE	OPENINGS AVAILABLE		OPENINGS UNFILLED		OPENINGS UNFILLED 30 DAYS	
	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY
TOTAL, ALL OCCUPATIONS	4,681	$ 8,040	2,986	$ 8,128	2,138	$ 7,996
0 & 1 PROFESSIONAL, TECHNICAL, AND MANAGERIAL	603	10,093	444	10,061	325	9,798
003 ELECTRICAL AND ELECTRONICS ENGINEERING	12	16,910	9	18,614	5	17,545
005 CIVIL ENGINEERING	3	18,868	1	16,251	0	0
007 MECHANICAL ENGINEERING	8	15,667	7	15,906	5	15,668
01 ARCHITECTURE AND ENGINEERING	20	15,750	15	14,167	10	13,010
012 INDUSTRIAL ENGINEERING	12	15,405	9	16,262	5	14,872
017 DRAFTING AND RELATED WORK	4	11,904	4	11,904	3	12,406
018 SURVEYING AND CARTOGRAPHY	2	9,261	2	9,261	2	9,261
019 ARCHITECTURE AND ENGINEERING, N.E.C.	2	32,000	0	0	0	0
02 MATHEMATICS AND PHYSICAL SCIENCES	13	14,898	8	14,703	2	9,093
020 MATHEMATICS	8	16,900	7	15,743	2	9,093
022 CHEMISTRY	2	17,640	0	0	0	0
029 MATHEMATICS & PHYSICAL SCIENCES, N.E.C.	3	7,729	1	7,422	0	0
04 LIFE SCIENCES	65	9,183	45	9,144	38	9,123
040 AGRICULTURAL SCIENCES	2	9,984	0	0	0	0
045 PSYCHOLOGY	63	9,157	45	9,144	38	9,123
05 SOCIAL SCIENCES	1	8,008	1	8,008	1	8,008
050 ECONOMICS	1	8,008	1	8,008	1	8,008
07 MEDICINE AND HEALTH	47	10,458	36	10,677	21	10,796
070 PHYSICIANS AND SURGEONS	1	0	1	0	1	0
073 VETERINARIANS	1	8,060	1	8,060	0	0
075 REGISTERED NURSES	32	10,755	24	11,220	13	11,007

TABLE 17 (Con't)

--TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER MASSACHUSETTS
JUNE 1979

JOB TITLE	OPENINGS AVAILABLE		OPENINGS UNFILLED		OPENINGS UNFILLED 30 DAYS	
	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY
076 THERAPISTS	6	$ 8,388	4	$ 7,662	1	$ 6,988
078 MEDICAL AND DENTAL TECHNOLOGY	1	13,000	0	0	0	0
079 MEDICINE AND HEALTH, N.E.C	6	11,008	6	11,008	6	11,008
09 EDUCATION	36	10,454	32	10,253	28	9,764
090 COLLEGE AND UNIVERSITY EDUCATION	10	11,443	9	11,790	8	12,588
091 SECONDARY SCHOOL EDUCATION	3	12,403	3	12,403	2	9,635
092 PRIMARY SCHOOL AND KINDERGARTEN EDUC.	5	8,941	5	8,941	5	8,941
096 ECONOMISTS AND FARM ADVISORS	3	9,675	3	9,675	3	9,675
097 VOCATIONAL EDUCATION N.E.C.	3	11,884	2	8,826	2	8,826
099 EDUCATION, N.E.C.	12	9,802	10	9,750	8	8,678
10 MUSEUM, LIBRARY AND ARCHIVAL SCIENCES	10	10,148	8	8,998	7	7,693
100 LIBRARIANS	8	10,828	6	9,364	5	6,937
101 ARCHIVISTS	2	8,449	2	8,449	2	8,449
11 LAW AND JURISPRUDENCE	4	9,825	2	8,496	2	8,496
119 LAW AND JURIS-PRUDENCE, N.E.C.	4	9,825	2	8,496	2	8,496
12 RELIGION AND THEOLOGY	1	12,820	1	12,820	1	12,820
120 CLERGY	1	12,820	1	12,820	1	12,820
13 WRITING	2	14,000	2	14,000	1	18,000
132 EDITORS;PUBLICATIONS BROADCAST & SCRIPT	2	14,000	2	14,000	1	18,000
14 ART	6	8,568	4	8,017	4	8,017
141 COMMERCIAL/GRAPHIC ARTS;DESIGNERS/ILLUST	3	9,048	1	7,800	1	7,800
142 ENVIRONMENTAL AND PRODUCT DESIGNERS	1	6,760	1	6,760	1	6,760
144 FINE ARTS: PAINTERS AND SCULPTORS	1	9,006	1	9,006	1	9,006
149 ART WORK, N.E.C.	1	8,500	1	8,500	1	8,500

TABLE 17 (Con't)

--TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER MASSACHUSETTS
JUNE 1979

JOB TITLE	OPENINGS AVAILABLE		OPENINGS UNFILLED		OPENINGS UNFILLED 30 DAYS	
	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY
15 ENTERTAINMENT AND RECREATION	14	$ 8,010	10	$ 8,052	7	$ 7,649
150 DRAMATICS	3	8,320	3	8,320	1	0
159 ENTERTAINMENT AND RECREATION, N.E.C.	11	7,855	7	7,873	6	7,649
16 ADMINISTRATIVE SPECIALIZATIONS	89	10,744	66	10,947	56	11,288
160 ACCOUNTANTS AND AUDITORS	4	12,700	3	11,933	2	12,700
161 BUDGET AND MANAGEMENT ANALYSIS	4	11,780	3	12,706	2	13,510
162 PURCHASING MANAGEMENT	5	12,504	3	11,173	3	11,173
163 SALES AND DISTRIB. MANAGEMENT	2	21,904	2	21,904	2	21,904
165 PUBLIC RELATIONS MANAGEMENT	4	8,589	3	8,953	1	9,339
166 PERSONNEL AND TRAINING ADMINIS.	13	9,819	8	9,987	8	9,987
168 INSP & INVEST MANAG AND PUBLIC SERVICE	13	8,877	9	8,856	9	8,856
169 ADMINISTRATIVE SPECIALTIES, N.E.C.	44	10,799	35	11,016	29	11,627
18 MANAGERS AND OFFICIALS, N.E.C.	107	9,553	85	9,324	58	9,002
180 AGR., FORESTRY, AND FISHING MANAGEMENT	2	6,136	2	6,136	2	6,136
182 CONSTRUCTION MANAGEMENT	2	10,498	2	10,498	1	9,256
183 MANUFACTURING IND. MANAGEMENT	4	12,180	4	12,180	3	12,427
184 TRANS., COMM., AND UTILITIES MANAG.	2	12,200	2	12,200	2	12,200
185 WHOLESALE AND RETAIL TRADE MANAGEMENT	12	12,668	8	10,558	3	10,660
186 FINANCE, INS., AND REAL ESTATE MANAG.	5	11,085	5	11,085	3	8,780
187 SERVICE INDUSTRY MANAGEMENT	45	8,767	32	8,850	22	8,982
188 PUBLIC ADMINIS. MANAGEMENT	9	9,183	7	9,727	6	7,967
189 MISC. MANGERS AND OFFICIALS N.E.C.	26	8,953	23	8,555	16	8,448

TABLE 17 (Con't)

--TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER MASSACHUSETTS
JUNE 1979

JOB TITLE	OPENINGS AVAILABLE		OPENINGS UNFILLED		OPENINGS UNFILLED 30 DAYS	
	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY
19 MISC. PROFESSIONAL, TECHNICAL,MANAGERIAL	163	$ 8,343	110	$ 8,401	79	$ 8,477
193 RADIO OPERATORS	1	6,448	1	6,448	1	6,448
194 SOUND,FILM & VIDECTA PE RECORDING & REPRO	4	10,594	1	14,000	1	14,000
195 SOCIAL AND WELFARE WORK	142	8,332	97	8,391	67	8,486
199 MISC. PROF., TECH. AND MANAG. WORK, NEC	16	7,993	11	8,159	10	8,064
2 CLERICAL AND SALES	963	7,531	652	7,611	497	7,610
20 STENOGRAPHY, TYPING, FILING, AND RELATED	365	7,439	223	7,581	146	7,599
201 SECRETARIES	137	7,545	65	7,906	45	7,943
202 STENOGRAPHERS	10	7,803	8	7,902	5	7,888
203 TYPISTS & TYPEWRITIN G MACHINE OPERATORS	117	7,300	74	7,272	46	7,366
205 INTERVIEWING CLERKS	6	7,873	5	8,007	1	7,113
206 FILE CLERKS	8	7,166	7	6,963	6	6,957
208 MAILING & MISC. OFFI CE MACHINE OPERATORS	2	8,216	1	8,112	1	8,112
209 STENOGRAPHY,TYPING FILING & REL WRK NEC	85	7,381	63	7,574	42	7,540
21 COMPUTING AND ACCOUNT-RECORDING	193	7,433	131	7,509	97	7,492
210 BOOKKEEPERS & BOOK-KEEPING MACHINE OPS.	31	8,128	19	8,006	15	8,041
211 CASHIERS AND TELLERS	38	6,325	21	6,280	19	6,242
213 ELCTRNC/ELECTROMECHA NICAL DATA PROCESSOR	11	8,590	9	8,731	3	10,233
214 BILLING AND RATE CLERKS	6	7,582	2	7,926	2	7,926
215 PAYROLL,TIMEKEEPING & DUTY ROSTER-CLERKS	4	7,538	3	7,970	1	8,486
216 ACCOUNTING AND STATISTICAL CLERKS	16	7,644	14	7,697	5	7,454
219 COMPUTING AND ACCOUNT RECORDING	87	7,412	63	7,463	52	7,588
22 PRODUCTION AND STOCK CLERKS	109	7,329	50	7,577	36	7,325

TABLE 17 (Con't)

--TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER MASSACHUSETTS
JUNE 1979

JOB TITLE	OPENINGS AVAILABLE		OPENINGS UNFILLED		OPENINGS UNFILLED 30 DAYS	
	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY
221 PRODUCTION CLERKS	7	$ 8,705	5	$ 8,669	3	$ 7,453
222 SHIPPING, RECEIVING, AND STOCK CLERKS	102	7,232	45	7,451	33	7,313
23 INFORMATION AND MESSAGE DISTRIBUTION	125	6,878	109	6,787	103	6,732
230 HAND DELIVERY AND DISTRIBUTION	1	7,020	1	7,020	1	7,020
235 TELEPHONE OPERATORS	15	7,598	13	7,703	12	7,717
237 INFORMATION AND RECEPTION CLERKS	48	7,140	34	7,022	30	6,999
239 INFO. AND MESSAGE DISTRIBUTION, N.E.C.	61	6,289	61	6,289	60	6,240
24 MISCELLANEOUS CLERICAL	65	7,993	57	8,103	52	8,174
241 INVESTIGATORS AND ADJUSTERS	4	8,127	3	8,825	2	8,558
243 GOVERNMENT SERVICE CLERKS, N.E.C.	37	8,556	36	8,570	36	8,570
245 MEDICAL SERVICE CLERKS, N.E.C.	2	7,072	0	0	0	0
249 MISCELLANEOUS CLERICAL WORK, N.E.C.	22	6,909	18	6,750	14	6,672
25 SALES OCCUPATIONS, SERVICES	13	9,545	13	9,545	12	9,704
250 SALES OCCS., REAL ESTATE & INSURANCE	8	10,125	8	10,125	8	10,125
251 SALES OCCS., BUSINESS & FINANCIAL SERVICES	1	0	1	0	1	0
252 SALES OCCUPATIONS, TRANSPORT. SERVICES	1	8,840	1	8,840	1	8,840
259 SALES OCCUPATIONS, SERVICES N.E.C.	3	8,233	3	8,233	2	8,450
26 SALESPERSON, CONSUMABLE COMMODITIES	14	7,567	13	7,349	7	7,735
260 AGRICULTURAL AND FOOD PRODUCTS	5	6,552	5	6,552	1	7,800
261 SALESWORK, TEXTILE PROD, APPAREL & NOTIONS	7	7,482	7	7,482	6	7,724
262 SALESWORK, CHEMICALS DRUGS AND SUNDRIES	2	10,400	1	10,400	0	0
27 SALESPERSONS, COMMODITIES, N.E.C.	51	8,198	45	8,008	37	8,024

TABLE 17 (Con't)

--TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER MASSACHUSETTS
JUNE 1979

JOB TITLE	OPENINGS AVAILABLE TOTAL	OPENINGS AVAILABLE AVERAGE PAY	OPENINGS UNFILLED TOTAL	OPENINGS UNFILLED AVERAGE PAY	OPENINGS UNFILLED 30 DAYS TOTAL	OPENINGS UNFILLED 30 DAYS AVERAGE PAY
270 SALES OCCS. HOME FURNISH. & APPLIANCES	20	$ 8,400	20	$ 8,400	20	$ 8,400
271 ELECTRICAL GOODS EXCEPT HOME APPLIANC	1	7,800	1	7,800	1	7,800
272 SALESWORK,FARM & GARDEN EQUIP & SUPPLIES	1	7,280	1	7,280	1	7,280
273 SALESWORK,TRANSPORT. EQUIP.PARTS & SUPP.	6	8,341	4	7,322	2	7,322
274 SALESWORK,INDUSTRIAL EQUIP. & SUPPLIES	3	7,722	2	7,293	2	7,293
275 SALESWORK,BUS/COMMERCIAL EQUIP/SUPPLIES	8	8,000	8	8,000	6	7,800
276 SALESWORK, MED/SCIENTIFIC EQUIP/SUPPLIES	1	0	1	0	1	0
277 SALESWORK,SPORT,HOBBY,STATIONERY,REL GD	1	7,280	1	7,280	1	7,280
279 SALES OCCS., MISC. COMMODITIES, N.E.C.	10	8,267	7	7,453	3	7,488
29 MISCELLANEOUS SALES OCCUPATIONS	28	9,083	11	8,551	7	7,821
290 SALES CLERKS	5	7,557	4	8,320	3	6,240
292 ROUTE SALES AND DELIVERY	10	9,938	2	9,620	1	9,620
297 SALES PROMOTION OCCUPATIONS	4	10,400	0	0	0	0
299 MISC.SALES OCCUPATIONS, N.E.C.	9	7,885	5	8,348	3	7,712
3 SERVICE	807	3.39	589	3.40	443	3.33
30 DOMESTIC SERVICE	46	3.09	43	3.10	38	3.08
301 HOUSEHOLD AND RELATED WORK	40	3.11	37	3.12	34	3.10
309 DOMESTIC SERVICE OCCUPATIONS, N.E.C.	6	2.98	6	2.98	4	2.96
31 FOOD & BEVERAGE PREPARATION & SVC. OCCS.	295	3.22	220	3.20	174	3.20
310 HOSTS(ESSES)/STEWARDS(ESSES) EXCEPT SHIP	5	3.24	1	3.00	1	3.00
311 WAITERS/WAITRESSES	177	3.01	134	3.03	105	3.03
312 BARTENDERS	4	3.12	4	3.12	3	2.99
313 CHEFS AND COOKS, HOTELS & RESTAURANTS	46	3.94	37	3.87	30	3.93

TABLE 17 (Con't)

-TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER MASSACHUSETTS
JUNE 1979

JOB TITLE	OPENINGS AVAILABLE TOTAL	OPENINGS AVAILABLE AVERAGE PAY	OPENINGS UNFILLED TOTAL	OPENINGS UNFILLED AVERAGE PAY	OPENINGS UNFILLED 30 DAYS TOTAL	OPENINGS UNFILLED 30 DAYS AVERAGE PAY
315 MISCELLANEOUS COOKS, EXCEPT DOMESTIC	6	$ 3.73	3	$ 3.67	1	$ 4.00
316 MEATCUTTING,EXC. IN SLAU.AND PACK.HOUSES	1	5.50	1	5.50	1	5.50
317 MISCELL. FOOD AND BEVERAGE PREPARATION	7	3.14	5	3.15	1	3.00
318 KITCHEN WORKERS, N.E.C.	49	3.09	35	3.01	32	2.96
32 LODGING AND RELATED SERVICE OCCUPATIONS	20	3.11	14	3.20	6	3.33
321 HOUSEKEEPERS,HOTELS AND INSTITUTIONS	4	3.32	3	3.45	2	3.73
323 HOUSECLEANERS,HOTELS RESTS. & REL.ESTABS.	16	3.06	11	3.13	4	3.12
33 BARBERING, COSMET., AND REL. SVC., OCCS.	3	2.93	2	2.95	2	2.95
332 HAIRDRESSERS AND COSMETOLOGISTS	3	2.93	2	2.95	2	2.95
34 AMUSEMENT & RECREATI ON SVC. OCCUPATIONS	1	3.93	0	0	0	0
341 GOLF COURSE,TENNIS CT & SKATE RINK ATTN	1	3.93	0	0	0	0
35 MISC. PERSONAL SERVICE OCCUPATIONS	80	3.13	50	3.07	46	3.07
354 UNLICENSED BIRTH ATT END. & PRACT. NURSES	4	3.69	2	3.79	2	3.79
355 ATTEN.WORK,HOSPITALS MORG.AND REL.HEALT.S	48	3.10	23	3.06	20	3.07
358 CHECKROOM,LOCKER RM & RESTROOM ATTENDANT	3	3.44	1	3.30	0	0
359 MISC. PERSONAL SERVI CE OCCUPATIONS, NEC	25	3.06	24	3.01	24	3.01
36 APPAREL/FURNISHINGS SERVICE OCCUPATIONS	35	3.43	21	3.60	16	3.43
361 LAUNDERING SERVICE	22	3.33	12	3.54	12	3.54
362 DRY CLEANING SERVICE	2	3.81	1	3.50	0	0
363 PRESSING SERVICE	8	3.68	6	3.88	2	2.95
369 APPAREL/FURNISHINGS SERVICE OCCS.,N.E.C.	3	3.27	2	3.24	2	3.24
37 PROTECTIVE SERVICE OCCUPATIONS	189	3.66	151	3.72	103	3.62

TABLE 17 (Con't)

-TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER MASSACHUSETTS
JUNE 1979

JOB TITLE	OPENINGS AVAILABLE TOTAL	OPENINGS AVAILABLE AVERAGE PAY	OPENINGS UNFILLED TOTAL	OPENINGS UNFILLED AVERAGE PAY	OPENINGS UNFILLED 30 DAYS TOTAL	OPENINGS UNFILLED 30 DAYS AVERAGE PAY
372 SEC.GRDS/CORR.OFFICERS EXC.CROSS.TENDERS	167	$ 3.68	135	$ 3.75	92	$ 3.64
375 POLICE OFFICERS & DETECTIVES, PUB. SVC.	4	4.24	4	4.24	4	4.24
376 POLICE AND RELATED WORK,EXC.IN PUB.SERV	6	3.31	4	3.05	3	3.07
379 PROTECTIVE SERVICES OCCUPATIONS, N.E.C.	12	3.40	8	3.20	4	3.18
38 BUILDING AND RELATED SERVICE OCCUPATIONS	138	3.63	88	3.67	58	3.49
381 PORTERS AND CLEANERS	114	3.61	76	3.67	48	3.46
382 JANITORS	23	3.71	11	3.74	9	3.71
388 ELEVATOR OPERATORS	1	3.30	1	3.30	1	3.30
4 FARMING, FISHERY, FORESTRY, AND RELATED	234	3.55	140	3.50	106	3.53
40 PLANT FARMING OCCUPATIONS	228	3.55	136	3.49	106	3.53
403 FRUIT & NUT FARMING OCCUPATIONS	6	3.25	5	2.90	0	0
405 HORTICULTURAL SPECIALTY OCCUPATIONS	12	3.08	8	3.13	8	3.13
406 GARDENING AND GROUNDSKEEPING OCCUPATIONS	127	3.61	88	3.60	66	3.63
408 PLANT LIFE AND REL. SVC. OCCUPATIONS	83	3.53	35	3.38	32	3.41
41 ANIMAL FARMING OCCUPATIONS	3	3.70	2	3.30	0	0
410 DOMESTIC ANIMAL FARMING OCCUPATIONS	2	4.05	1	3.60	0	0
411 DOMESTIC FOWL FARMING OCCUPATIONS	1	3.00	1	3.00	0	0
45 FORESTRY OCCUPATIONS	3	4.00	2	4.00	0	0
454 LOGGING AND RELATED OCCUPATIONS	2	4.00	1	4.00	0	0
459 FORESTRY OCCUPATIONS, N.E.C.	1	4.00	1	4.00	0	0
5 PROCESSING	175	3.59	102	3.68	68	3.74
50 PROCESSING OF METAL	27	3.78	20	3.80	12	3.81

TABLE 17 (Con't.)

--TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER MASSACHUSETTS
JUNE 1979

JOB TITLE	OPENINGS AVAILABLE		OPENINGS UNFILLED		OPENINGS UNFILLED 30 DAYS	
	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY
500 ELECTROPLATING	6	$ 3.63	3	$ 3.63	3	$ 3.63
503 PICKLING, CLEANING, DEGREAS.AND REL.WORK	1	4.00	0	0	0	0
504 HEAT TREATING	20	3.82	17	3.83	9	3.87
51 ORE REFINING AND FOUNDRY OCCUPATIONS	6	3.57	0	0	0	0
519 ORE REFINING AND FOUNDRY OCCUPATIONS,NEC	6	3.57	0	0	0	0
52 PROC. FOOD, TOBACCO, AND RELATED PRODUCTS	9	3.42	6	3.54	6	3.54
526 COOKING AND BAKING OCCUPATIONS, N.E.C.	5	3.40	3	3.67	3	3.67
529 TOBACCO/FOOD PROCESSING & REL PROD NEC	4	3.45	3	3.41	3	3.41
55 CHEM,PLASTICS,SYNTH, RUBBER,PAINT PROCESS	115	3.56	63	3.67	40	3.80
550 MIXING AND BLENDING	3	3.50	2	3.50	2	3.50
555 GRINDING AND CRUSHING	4	3.68	2	3.68	2	3.68
556 CASTING AND MOLDING OCCUPATIONS, N.E.C.	82	3.40	40	3.48	25	3.60
557 EXTRUDING	6	3.88	5	3.70	1	3.50
559 PROCESSING OF CHEMICALS & REL. PROD.,NEC	20	4.09	14	4.23	10	4.40
57 PROCESSING OF STONE, CLAY, GLASS & REL PR	8	3.84	6	3.83	4	3.88
570 CRUSHING, GRINDING, AND MIXING	1	5.00	1	5.00	1	5.00
575 FORMING	1	3.75	0	0	0	0
579 PROCESS.STONE,CLAY, GLASS & REL.PROD.NEC	6	3.67	5	3.60	3	3.50
58 PROCESSING LEATHER, TEXTILES, & REL. PR.	2	3.13	2	3.13	2	3.13
581 SEPARATING,FILTERING AND DRYING	1	3.00	1	3.00	1	3.00
582 WASHING, STEAMING AND SATURATING	1	3.25	1	3.25	1	3.25
59 PROCESSING OCCUPATIONS, N.E.C.	8	3.55	5	3.48	4	3.40

TABLE 17 (Con't)

--TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER MASSACHUSETTS
JUNE 1979

JOB TITLE	OPENINGS AVAILABLE TOTAL	OPENINGS AVAILABLE AVERAGE PAY	OPENINGS UNFILLED TOTAL	OPENINGS UNFILLED AVERAGE PAY	OPENINGS UNFILLED 30 DAYS TOTAL	OPENINGS UNFILLED 30 DAYS AVERAGE PAY
590 PROCESSING PRODUCTS FROM ASST. MATERIALS	5	$ 3.50	3	$ 3.50	3	$ 3.50
599 MISCELLANEOUS PROCESSING, N.E.C.	3	3.63	2	3.45	1	3.10
6 MACHINE TRADES	435	4.16	285	4.34	214	4.31
60 METAL MACHINING OCCUPATIONS	120	4.62	83	4.98	59	5.07
600 MACHINISTS AND RELATED OCCUPATIONS	28	4.90	21	5.20	16	5.05
601 TOOLMAKING AND RELATED WORK	20	5.54	17	5.81	10	6.52
603 ABRADING	12	3.72	5	4.15	5	4.15
604 TURNING	18	5.10	15	5.07	13	5.00
605 MILLING, SHAPING & PLANING	3	5.00	2	5.00	2	5.00
606 BORING	3	3.31	1	3.58	1	3.58
609 METAL MACHINING OCCUPATION, N.E.C.	36	4.03	22	4.30	12	4.46
61 METALWORKING OCCUPATION, N.E.C.	40	3.82	23	3.90	13	4.01
613 SHEET AND BAR ROLLING	3	3.95	2	3.95	2	3.95
614 EXTRUDING AND DRAWING	1	5.00	1	5.00	1	5.00
615 PUNCHING AND SHEARING	12	3.35	6	3.37	2	3.25
616 FABRICATING MACHINE WORK	6	3.58	2	3.54	0	0
617 FORMING OCCUPATIONS, N.E.C.	7	4.28	6	4.29	5	4.40
619 MISC. METALWORKING OCCUPATIONS, N.E.C.	11	4.04	6	3.96	3	3.58
62 MECHANICS AND MACHINERY REPAIRERS	61	4.42	42	4.54	33	4.60
620 MTR. VEHICLE & ENGIN EER. EQUIP.MECHANICS	54	4.40	37	4.51	30	4.57
624 FARM MECHANICS AND REPAIRERS	1	5.00	0	0	0	0
625 ENGINE,POWER TRANS., AND REL.MECHANICS	5	4.20	4	4.50	3	4.83
626 METALWORKING MACHINERY MECHANICS	1	6.00	1	6.00	0	0

TABLE 17 (Con't)

--TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER MASSACHUSETTS
JUNE 1979

JOB TITLE	OPENINGS AVAILABLE		OPENINGS UNFILLED		OPENINGS UNFILLED 30 DAYS	
	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY
63 MECHANICS AND MACHINERY REPAIRERS	32	$ 4.78	27	$ 4.78	19	$ 4.67
630 GENERAL INDUSTRY MACHINERY MECHANICS	3	3.83	3	3.83	3	3.83
633 BUSINESS AND COMMER. MACHINE REPAIRERS	1	3.50	1	3.50	1	3.50
637 UTILITY SERVICE MECHANICS/REPAIRERS	4	6.00	4	6.00	3	6.00
638 MISC.MACHINE INSTALLATION & REPAIR OCCS.	23	4.83	18	4.84	11	4.81
639 MECHANICS AND MACHINERY REPAIRERS, NEC	1	2.90	1	2.90	1	2.90
64 PAPERWORKING OCCUPATIONS	15	4.42	3	3.70	2	3.92
641 FOLDING, CREASING, SCORING AND GLUING	11	4.52	1	3.25	0	0
649 PAPERWORKING OCCUPATIONS, N.E.C.	4	4.13	2	3.92	2	3.92
65 PRINTING OCCUPATIONS	15	4.29	13	4.37	7	4.51
651 PRINTING PRESS WORK	11	4.46	9	4.62	7	4.51
652 PRINTING MACHINE WORK	3	3.80	3	3.80	0	0
653 BOOKBINDING-MACHINE OPERATORS & REL.OCCS	1	3.87	1	3.87	0	0
66 WOOD MACHINING OCCUPATIONS	45	3.49	26	3.52	16	3.30
660 CABINETMAKING	5	3.90	2	4.00	1	4.50
661 PATTERNMAKING	1	5.07	1	5.07	0	0
662 SANDING	1	3.15	0	0	0	0
666 BORING	2	3.25	2	3.25	2	3.25
667 SAWING	4	3.38	3	3.33	2	3.25
669 WOOD MACHINING OCCUPATIONS, N.E.C.	32	3.42	18	3.45	11	3.20
67 MACHINING STONE,CLAY GLASS & REL. MATER.	1	5.03	1	5.03	1	5.03
676 BORING AND PUNCHING OCCUPATIONS	1	5.03	1	5.03	1	5.03
68 TEXTILE OCCUPATIONS	73	3.64	47	3.67	46	3.67
680 CARDING, COMBING DRAWING,AND REL.WORK	31	3.38	22	3.35	22	3.35

TABLE 17 (Con't)

--TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER MASSACHUSETTS
JUNE 1979

JOB TITLE	OPENINGS AVAILABLE TOTAL	OPENINGS AVAILABLE AVERAGE PAY	OPENINGS UNFILLED TOTAL	OPENINGS UNFILLED AVERAGE PAY	OPENINGS UNFILLED 30 DAYS TOTAL	OPENINGS UNFILLED 30 DAYS AVERAGE PAY
681 TWISTING, BEAMING, WARPING, AND REL.WORK	3	$ 3.54	3	$ 3.54	3	$ 3.54
682 SPINNING OCCUPATIONS	13	3.44	8	3.32	7	3.25
683 WEAVING AND RELATED WORK	19	4.39	13	4.49	13	4.49
689 TEXTILE OCCUPATIONS, N.E.C.	7	3.15	1	3.50	1	3.50
69 MACHINE TRADES OCCUPATIONS, N.E.C.	33	3.71	20	3.88	18	3.63
690 PLASTIC,SYN,RUBBER & LEATHER WORK. OCCS.	15	3.32	7	3.64	6	3.00
691 FABRICATION OF INSULATION WIRE & CABLE	11	4.31	9	4.26	8	4.19
692 FABRICATION OF PROD. FROM ASSORTED MATER.	1	3.50	1	3.50	1	3.50
699 MISC. MACHINE WORK OCCUPATIONS, N.E.C.	6	3.58	3	3.42	3	3.42
7 BENCH WORK	328	3.47	181	3.62	87	3.57
70 METAL PROD. FAB. ASSEMBLY & REPAIR, NEC	20	3.66	7	3.71	1	3.50
704 ENGRAVING, ETCHING, AND RELATED WORK	1	4.00	1	4.00	0	0
705 FILING,GRINDING,BUF, CLEANING & POL OCCS.	7	4.13	4	3.75	0	0
706 METAL UNIT ASSEMBLY & ADJUSTING N.E.C.	11	3.33	1	3.50	1	3.50
709 FAB.ASSEM. & REPAIR OF METAL PRODS., NEC	1	3.50	1	3.50	0	0
71 FAB/REP SCIENT, MED, PHOTO,OPT,HOR,REL.PD	16	3.70	13	3.73	9	3.73
710 FAB.REP.INS.FOR MEAS ,CON. & IND.PHY,CHAR	4	4.09	4	4.09	3	3.95
711 OCCS.IN FAB & REPAIR OF OPTICAL INST.	1	3.25	1	3.25	1	3.25
712 FAB.AND REP.OF SURG. MED.DENT.INS.AND SUP	1	4.50	1	4.50	1	4.50
713 OCCS.IN FAB & REPAIR OF OPTHALMIC GOODS	1	3.61	0	0	0	0
714 FAB. & REPAIR OF PHOTO. EQUIP & SUPP	2	3.25	2	3.25	2	3.25
716 ENG. & SCIEN.INST & EQUIP.FAB & REP.,NEC	7	3.58	5	3.57	2	3.75

TABLE 17 (Con't)

--TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER MASSACHUSETTS
JUNE 1979

JOB TITLE	OPENINGS AVAILABLE TOTAL	OPENINGS AVAILABLE AVERAGE PAY	OPENINGS UNFILLED TOTAL	OPENINGS UNFILLED AVERAGE PAY	OPENINGS UNFILLED 30 DAYS TOTAL	OPENINGS UNFILLED 30 DAYS AVERAGE PAY
72 ASSEMBLY AND REPAIR OF ELECTRICAL EQUIP.	98	$ 3.63	72	$ 3.66	11	$ 3.76
720 RADIO & TV RECEIVERS & PHONO. ASSEMB/REP	1	4.00	1	4.00	1	4.00
722 OCCS. IN COMM. EQUIP . ASSEMBLY & REPAIR	1	7.77	0	0	0	0
723 OCCS. IN ELEC. APPL & FIX ASSEMB & REP	1	3.53	0	0	0	0
724 COILS,MAGNETS, ARMAT URES WINDING & ASSEM	1	5.00	1	5.00	0	0
725 ASSEM. OF LIGHT BULB S & ELECTRONIC TUBES	1	3.80	1	3.80	1	3.80
726 ASSEM. & REP. OF ELE C.COMPON.& ACC., NEC	85	3.58	64	3.66	5	4.12
727 OCCUPATIONS IN STORA GE BATTERY ASSEMBLY	1	3.94	0	0	0	0
728 OCCS.IN FABRICATION OF ELEC.WIRE & CABLE	4	3.29	2	3.00	2	3.00
729 ASSEM. & REPAIR OF E LECTRICAL EQUIP.,NEC	3	3.50	3	3.50	2	3.50
73 FAB/REPAIR OF PROD. MADE FROM ASST.MATER	45	3.07	19	3.13	15	3.08
730 FAB. & REPAIR OF MUS ICAL INSTS. & PARTS	1	3.75	1	3.75	0	0
732 OCCS. IN FAB. AND RE PAIR OF SPORTING GDS	10	3.00	0	0	0	0
739 FAB/REP.OF PROD.MADE FROM ASSORT.MATS.NEC	34	3.07	18	3.09	15	3.08
74 PAINTING, DECORATING AND RELATED OCCS.	7	4.79	5	4.95	5	4.95
741 SPRAY PAINTING	6	5.04	4	5.38	4	5.38
749 PAINTING,DECORATING AND RELATED WORK,NEC	1	3.25	1	3.25	1	3.25
75 PLASTICS,SYN.,RUBBER & REL. PROD. FAB/REP	6	3.37	5	3.34	5	3.34
750 TIRES, TUBES, TIRE TREADS FAB. & REPAIR	2	3.50	2	3.50	2	3.50
754 FAB.AND REP.OF MISC. PLASTICS PRODUCTS	4	3.30	3	3.23	3	3.23
76 OCCS. IN FAB/REPAIR OF WOOD PRODUCTS	31	3.35	11	3.33	8	3.10

TABLE 17 (Con't)

--TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER MASSACHUSETTS
JUNE 1979

JOB TITLE	OPENINGS AVAILABLE		OPENINGS UNFILLED		OPENINGS UNFILLED 30 DAYS	
	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY
761 LAY.OUT,CUT,CARV,SHAP,SAND, WOOD PRD,NEC	5	$ 3.74	0	$ 0	0	$ 0
762 OCCS. IN ASSEMBLY OF WOOD PRODUCTS, N.E.C	2	3.42	2	3.42	0	0
763 FABRICATION & REPAIR OF FURNITURE, N.E.C.	8	3.51	6	3.38	5	3.06
769 FABRICATION & REPAIR OF WOOD PRODUCTS,NEC	16	3.14	3	3.17	3	3.17
77 FAB/REPAIR OF SAND, STONE,CLAY,GLASS,PRD	3	4.57	3	4.57	1	4.50
774 FAB./REP. OF POTTERY AND PORCELAIN WARE	1	4.50	1	4.50	1	4.50
775 GRIND.,FILING,POLISH FROST.,ETCH.OCCS,NEC	2	4.61	2	4.61	0	0
78 FAB/REP OF TEXTILE, LEATHER & REL. PROD.	102	3.35	46	3.60	32	3.61
780 UPHOLSTERING & FAB.& REP.OF MATTRESS/BEDS	11	3.20	4	3.15	4	3.15
781 LAY. OUT,MARK.,CUT. & PUNCH. OCCS., NEC	3	3.75	1	4.75	1	4.75
782 HANDSEWING, MENDING, EMBROID, & KNIT, NEC	5	2.90	4	2.90	4	2.90
785 TAILORING AND DRESSMAKING	5	3.45	5	3.45	5	3.45
786 MACHINE SEWING OPERATORS, GARMENT	9	3.74	4	4.35	4	4.35
787 MACHINE SEWING OPERATORS, NONGARMENT	25	3.73	20	3.79	10	3.78
788 OCCS.IN FABRICATION & REPAIR OF FOOTWEAR	34	2.98	4	3.00	0	0
789 FAB/REP TEXTILE,LEATHER & REL PROD. NEC	10	3.50	4	3.50	4	3.50
8 STRUCTURAL WORK	561	4.36	326	4.24	187	4.18
80 OCCUPATIONS IN METAL FABRIACTION, N.E.C.	46	4.31	30	4.13	25	3.88
801 FITTING, BOLTING, SCREWING,AND REL.WRK	6	5.50	1	5.00	1	5.00
804 TINSMITHS,COPPERSMITHS&SHT.MTL.WORKERS	4	5.37	3	5.30	1	5.00
806 TRANS. EQUIPMENT ASSEM. AND REL. WORK	1	6.00	1	6.00	1	6.00

TABLE 17 (Con't)

--TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER MASSACHUSETTS
JUNE 1979

JOB TITLE	OPENINGS AVAILABLE		OPENINGS UNFILLED		OPENINGS UNFILLED 30 DAYS	
	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY
807 BODY WORK,TRANSPORT. EQUIPMENT	19	$ 4.27	13	$ 4.30	10	$ 3.99
809 MISC. OCCS. IN METAL FABRICATING, N.E.C.	16	3.55	12	3.42	12	3.42
81 WELDERS, CUTTERS AND RELATED OCCUPATIONS	31	4.16	21	4.08	19	4.02
810 ARC WELDERS AND CUTTERS	8	4.61	6	4.47	5	4.34
811 GAS WELDING	1	5.25	0	0	0	0
812 RESISTANCE WELDERS	1	4.21	1	4.21	1	4.21
813 BRAZING, BRAZE WELDING & SOLDERING OCCS	11	3.45	6	3.30	6	3.30
819 WELDING, CUTTING AND RELATED WORK, N.E.C.	10	4.48	8	4.35	7	4.40
82 ELECTRICAL ASSEMB., INST., AND REPAIRING	41	4.91	29	4.98	19	4.80
820 GEN.MOT.REL.POWERPLT EQU.ASSEM.INS.REPAIR	3	3.00	2	3.00	2	3.00
822 WIRE COM.DET.SIG.EQU ASSEM.INSTAL.AND REP	1	4.00	1	4.00	1	4.00
823 ELEC.COMM.DET.SIG. EQU.ASSEM.INST.REP.	2	4.75	1	4.50	1	4.50
824 LIGHT.EQU. & BLD.WIR ASSEM.INST.REP, NEC	18	6.07	13	6.10	5	6.50
826 IND.APP.ASSEM.INST. & REP. OCCS., N.E.C.	3	3.83	2	3.88	2	3.88
827 LARGE HOUS.APP.SIM. COM.IND.EQU.ASSEM.	1	7.00	1	7.00	1	7.00
828 ELEC. & ELEC. PROD. FAB.,INSTALL.REP.NEC	6	3.70	4	3.70	4	3.70
829 INSTAL.REP.OF ELECTRICAL PRODUCTS,N.E.C.	7	4.11	5	4.23	3	4.88
84 PAINTING, PLASTERING WATERPT., CEMENTING	48	4.58	23	4.36	19	4.26
840 CONSTRUCTION AND MAINT. PAINTERS	25	4.27	13	4.11	9	3.82
842 PLASTERING AND RELATED WORK	7	5.83	6	5.25	6	5.25
843 WATERPROOFING AND RELATED WORK	1	4.00	1	4.00	1	4.00
844 CEMENT AND CONCRETE FINISHING & RELATED	15	4.88	3	5.00	3	5.00

TABLE 17 (Con't)

-TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER MASSACHUSETTS
JUNE 1979

JOB TITLE	OPENINGS AVAILABLE		OPENINGS UNFILLED		OPENINGS UNFILLED 30 DAYS	
	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY
85 EXCAVATING,GRADING, PAVING, & REL. OCCS.	18	$ 5.63	12	$ 5.79	8	$ 5.20
850 EXCAVATING, GRADING, AND RELATED WORK	11	6.10	8	6.27	5	5.50
859 EXCAVATING, GRADING PAVING &REL.OCCS.NEC	7	4.87	4	4.84	3	4.70
86 CONSTRUCTION OCCUPATIONS, N.E.C.	243	4.49	103	4.47	75	4.13
860 CARPENTRY AND RELATED WORK	41	4.93	17	4.68	11	4.66
861 BRICK/STONE MASONRY & TILE SETTERS	2	7.50	1	8.00	1	8.00
862 PLUMBERS,GAS FITTING STEAM FITTING OCCS.	16	5.55	12	5.73	3	4.83
863 ASBESTOS AND INSULATION WORK	1	4.00	1	4.00	0	0
864 FLOOR LAYING AND FINISHING WORK	6	3.50	6	3.50	4	3.50
865 GLAZIERS AND RELATED WORK	1	6.00	0	0	0	0
866 ROOFING AND RELATED WORK	27	4.59	11	5.32	5	3.60
869 MISCELLANEOUS CONSTRUCTION WORK, N.E.C.	149	4.23	55	4.01	51	3.99
89 STRUCTURAL WORK OCCUPATIONS, N.E.C.	134	3.76	108	3.67	22	3.81
891 STRUCTURAL MAINTENANCE OCCS., N.E.C.	2	3.50	2	3.50	2	3.50
899 MISC. STRUCTURAL WORK OCCS., N.E.C.	132	3.77	106	3.68	20	3.84
9 MISCELLANEOUS	575	3.65	267	3.71	211	3.60
90 MOTOR FREIGHT OCCUPATIONS	92	4.39	46	4.67	29	4.32
902 DUMP-TRUCK DRIVING	5	5.53	2	7.84	1	6.50
904 TRAILER-TRUCK DRIVING	17	5.77	12	5.69	6	5.50
905 HEAVY TRUCK DRIVING	47	4.21	20	4.48	13	4.17
906 LIGHT TRUCK DRIVING	20	3.45	12	3.43	9	3.51
909 MOTOR FREIGHT OCCUPATIONS, N.E.C.	3	3.75	0	0	0	0

TABLE 17 (Con't)

--TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER MASSACHUSETTS
JUNE 1979

JOB TITLE	OPENINGS AVAILABLE		OPENINGS UNFILLED		OPENINGS UNFILLED 30 DAYS	
	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY
91 TRANSPORTATION OCCUPATIONS, N.E.C.	43	$ 3.31	26	$ 3.39	18	$ 3.29
913 PASSENGER TRANSPORTATION OCCUPATIONS,NEC	10	3.77	9	3.80	4	3.99
914 PUMPING AND PIPELINE TRANSPORT.	1	2.90	1	2.90	1	2.90
915 PARKING LOT & AUTO. SERVICE FACILITIES	31	3.22	15	3.25	12	3.23
919 MISC. TRANSPORTATION WORK, N.E.C.	1	3.00	1	3.00	1	3.00
92 PACKAGING/MATERIALS HANDLING OCCUPATIONS	407	3.46	168	3.40	142	3.40
920 PACKAGING OCCUPATIONS	124	3.14	66	3.04	61	3.04
921 HOISTING AND CONVEYING OCCUPATIONS	10	5.13	6	5.88	6	5.88
922 MATERIALS MOVING AND STORING OCCS., N.E.C	52	3.53	16	3.67	12	3.63
929 PACKAGING/MATERIALS HANDLING OCCS,N.E.C.	221	3.55	80	3.45	63	3.47
95 PRODUCTION AND DIST. OF UTILITIES	23	4.46	19	4.52	16	4.31
950 STATIONARY ENGINEERING	2	5.42	2	5.42	0	0
951 FIRING AND RELATED WORK	2	5.77	2	5.77	1	5.35
955 REFUSE AND SEWAGE DISPOSAL OCCUPATIONS	19	4.22	15	4.24	15	4.24
96 AMUSEMENT,REC.& MOT. PIC,RAD/TV OCCS, NEC	4	4.16	4	4.16	3	4.22
962 MOT. PIC.,TV & THEATRICAL PROD. OCCS,NEC	1	4.00	1	4.00	0	0
969 MISC.AMUSEMENT,REC. WORK, N.E.C.	3	4.22	3	4.22	3	4.22
97 GRAPHIC ART WORK OCCUPATIONS	6	3.49	4	3.64	3	3.52
971 PHOTOENGRAVING OCCUPATIONS	3	3.67	3	3.67	2	3.50
976 DARKROOM OCCS., N.E.C.	2	3.41	1	3.56	1	3.56

TABLE 17 (Con't)

-TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY OCCUPATIONAL CATEGORY, DIVISION AND JOB TITLE
WORCESTER MASSACHUSETTS
JUNE 1979

JOB TITLE	OPENINGS AVAILABLE		OPENINGS UNFILLED		OPENINGS UNFILLED 30 DAYS	
	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY
979 GRAPHIC ART WORK OCCUPATIONS, N.E.C.	1	$ 3.13	0	$ 0	0	$ 0

JOB SERVICE

TABLE 18

--TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY SELECTED INDUSTRY GROUP
WORCESTER MASSACHUSETTS
JUNE 1979

SELECTED INDUSTRY GROUP	OPENINGS AVAILABLE		OPENINGS UNFILLED		OPENINGS UNFILLED 30 DAYS	
	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY
TOTAL OPENINGS, ALL INDUSTRIES	4,681	$ 8,040	2,986	$ 8,128	2,138	$ 7,996
TOTAL AGRICULTURE, FORESTRY, AND FISHING (01-09)	80	7,045	37	6,591	28	6,723
AGRICULTURAL PRODUCTION--CROPS (01)	14	6,500	11	6,164	6	6,275
AGRICULTURAL PRODUCTION--LIVESTOCK (02)	1	6,240	1	6,240	0	0
AGRICULTURAL SERVICES (07)	65	7,175	25	6,793	22	6,845
TOTAL MINING (10-14)	3	7,627	2	8,320	2	8,320
MIN. & QUAR. OF NONMET, MIN.,EX. FUELS (14)	3	7,627	2	8,320	2	8,320
TOTAL CONSTRUCTION (15-17)	303	9,673	126	10,583	81	9,958
BLDG. CONST.-GEN. CONTR. & OPER. BLDR. (15)	81	10,659	44	10,481	33	10,543
CONST. OTHER THAN BLDG.-GEN. CONTRACT. (16)	48	10,560	17	11,756	12	10,402
CONSTRUCTION--SPECIAL TRADE CONTRACTORS(17)	174	8,991	65	10,340	36	9,338
TOTAL MANUFACTURING (20-39)	1,364	7,970	768	8,211	511	8,107
DURABLE GOODS (24,25,32-39)	783	8,311	456	8,677	273	8,729
LUMBER AND WOOD PROD., EXCEPT FURNITURE(24)	27	7,330	16	7,508	6	7,193
FURNITURE AND FIXTURES (25)	34	7,196	33	7,491	23	6,954
STONE, CLAY, GLASS, AND CONCRETE PROD. (32)	43	9,904	15	9,711	10	9,200
PRIMARY METAL INDUSTRIES (33)	67	8,238	43	8,562	34	8,679
FAB. MET. PRO., EX. MACH.&TRANS. EQUIP.(34)	175	7,964	87	8,118	67	8,315
MACHINERY, EXCEPT ELECTRICAL (35)	141	9,623	103	10,126	69	10,190
ELEC. AND ELEC. MACH., EQUIP., AND SUP.(36)	131	7,999	93	8,095	34	8,088
TRANSPORTATION EQUIPMENT (37)	6	8,875	4	8,762	4	8,762
INSTRUMENTS, OPTICAL GOODS, TIME PIECES(38)	54	9,313	42	9,533	15	10,092
MISCELLANEOUS MANUFACTURING INDUSTRIES (39)	55	6,749	20	7,048	11	6,722
NONDURABLE GOODS (20-23,26-31)	581	7,510	312	7,529	238	7,399
FOOD AND KINDRED PRODUCTS (20)	25	8,974	15	8,272	7	6,935
TOBACCO MANUFACTURES (21)	2	10,754	0	0	0	0
TEXTILE MILL PRODUCTS (22)	93	7,775	57	7,868	51	7,881
APPAREL AND OTHER FINISHED PROD.,FAB. (23)	56	7,326	34	7,558	18	7,372
PAPER AND ALLIED PRODUCTS (26)	29	9,055	8	8,389	6	7,653
PRINTING, PUBLISHING, AND ALLIED IND. (27)	21	7,713	14	8,182	8	7,644
CHEMICALS AND ALLIED PRODUCTS (28)	45	8,481	24	7,500	14	7,296
PETROLEUM REFINING AND RELATED IND. (29)	4	7,230	0	0	0	0
RUBBER AND MISC. PLASTICS PRODUCTS (30)	239	7,179	144	7,305	123	7,261
LEATHER AND LEATHER PRODUCTS (31)	67	6,497	16	6,663	11	6,855
TOTAL TRANS., COMM., ELEC., GAS, SAN. SVC (40-49)	61	9,907	45	8,883	38	8,529

TABLE 18 (Con't)

--TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY SELECTED INDUSTRY GROUP
WORCESTER MASSACHUSETTS
JUNE 1979

SELECTED INDUSTRY GROUP	OPENINGS AVAILABLE		OPENINGS UNFILLED		OPENINGS UNFILLED 30 DAYS	
	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY
TOTAL TRANS., COMM., ELEC., GAS, SAN. SVC (40-49)						
RAILROAD TRANSPORTATION (40)	3	$ 16,085	0	$ 0	0	$ 0
LOCAL TRANSIT AND INTERURB. HIWWY TRANS(41)	8	8,147	7	8,528	5	9,013
MOTOR FREIGHT TRANSPORT. AND WAREHOUS. (42)	25	10,071	17	9,868	14	8,862
PIPE LINES, EXCEPT NATURAL GAS (46)	1	14,934	0	0	0	0
TRANSPORTATION SERVICES (47)	2	23,501	1	12,002	1	12,002
COMMUNICATION (48)	19	7,857	17	7,956	15	7,973
ELECTRIC, GAS, AND SANITARY SERVICES (49)	3	8,112	3	8,112	3	8,112
TOTAL WHOLESALE TRADE (50-51)	143	8,164	76	8,462	41	8,172
WHOLESALE TRADE--DURABLE GOODS (50)	83	8,583	52	8,963	30	8,612
WHOLESALE TRADE--NONDURABLE GOODS (51)	60	7,586	24	7,376	11	6,973
TOTAL RETAIL TRADE (52-59)	549	7,160	348	7,209	265	7,186
BLDG. MAT., HW, GAR. SUP., MOB.HM DEAL(52)	29	7,591	12	7,731	7	7,547
GENERAL MERCHANDISE STORES (53)	88	6,380	37	6,442	30	6,373
FOOD STORES (54)	20	7,912	11	8,817	9	8,466
AUTOMOTIVE DEALERS AND GAS SVC. STATION(55)	59	7,936	35	8,154	27	8,267
APPAREL AND ACCESSORY STORES (56)	24	7,386	20	7,337	16	7,443
FURNITURE, HOME FUR. & EQUIP. STORES (57)	28	8,091	27	8,140	23	8,177
EATING AND DRINKING PLACES (58)	264	6,833	187	6,821	138	6,753
MISCELLANEOUS RETAIL (59)	37	8,243	19	7,630	15	7,474
TOTAL FINANCE, INSURANCE, AND REAL ESTATE (60-67)	72	7,542	49	7,825	38	7,933
BANKING (60)	12	6,968	4	7,748	2	6,994
CREDIT AGENCIES OTHER THAN BANKS (61)	8	7,230	6	7,178	6	7,178
INSURANCE (63)	26	8,249	22	8,407	18	8,833
INSURANCE AGENTS, BROKERS, AND SERVICE (64)	7	7,222	6	7,299	6	7,299
REAL ESTATE (65)	19	7,164	11	7,280	6	6,933
TOTAL SERVICES (70-89)	673	8,293	461	8,444	346	8,117
HOTELS, ROOMING HOUSES, CAMPS AND REL. (70)	34	6,833	23	6,744	15	7,185
PERSONAL SERVICES (72)	44	7,520	23	7,586	18	7,284
BUSINESS SERVICES (73)	185	8,471	129	8,917	97	8,393
AUTOMOTIVE REPAIR, SERVICES, & GARAGES (75)	53	8,468	28	8,863	23	8,732
MISCELLANEOUS REPAIR SERVICES (76)	16	9,146	12	9,247	11	8,329
MOTION PICTURES (78)	7	7,986	4	8,125	3	8,233
AMUSEMENT AND RECR. SVC. EXCEPT MOVIES (79)	28	7,022	21	6,776	12	6,410
HEALTH SERVICES (80)	114	7,542	70	7,914	56	7,623
LEGAL SERVICES (81)	11	7,437	8	7,512	4	7,686
EDUCATIONAL SERVICES (82)	61	9,475	49	9,400	33	9,187
SOCIAL SERVICES (83)	48	8,305	42	8,441	36	8,325

TABLE 18 (Con't)

--TOTAL ES JOB BANK OPENINGS AND AVERAGE PAY
BY SELECTED INDUSTRY GROUP
WORCESTER MASSACHUSETTS
JUNE 1979

SELECTED INDUSTRY GROUP	OPENINGS AVAILABLE		OPENINGS UNFILLED		OPENINGS UNFILLED 30 DAYS	
	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY	TOTAL	AVERAGE PAY
TOTAL SERVICES (70-89)						
MEMBERSHIP ORGANIZATIONS (86)	7	$ 7,479	5	$ 7,142	4	$ 7,108
PRIVATE HOUSEHOLDS (88)	40	8,388	30	8,242	20	6,405
MISCELLANEOUS SERVICES (89)	25	11,751	17	9,495	14	10,037
TOTAL PUBLIC ADMINISTRATION (91-97)	1,433	7,956	1,074	7,931	788	7,946
EXEC., LEGIS., AND GENL GOVMT, EXC FIN.(91)	20	8,532	13	9,487	12	9,440
JUSTICE, PUBLIC ORDER, AND SAFETY (92)	17	9,313	12	9,951	6	9,825
ADMINISTRATION OF HUMAN RESOURCES PGMS.(94)	1,377	7,901	1,035	7,844	763	7,887
ADMIN. OF ENVIR. QUAL. & HOUSING PGMS. (95)	17	9,806	13	10,450	6	8,859
ADMINISTRATION OF ECONOMIC PROGRAMS (96)	1	12,280	1	12,280	1	12,280
NATIONAL SECURITY AND INTERNAT. AFFAIRS(97)	1	7,589	0	0	0	0

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ACME
BOOKBINDING CO. INC.

OCT 28 1990

100 CAMBRIDGE STREET
CHARLESTOWN, MASS.